

# BOARD OF SUPERVISORS

## Brown County



305 E. WALNUT STREET  
P. O. BOX 23600  
GREEN BAY, WISCONSIN 54305-3600  
PHONE (920) 448-4015 FAX (920) 448-6221

### HUMAN SERVICES COMMITTEE

Patrick Evans  
Dan Robinson, Erik Hoyer,  
Dan Haefs, Pat La Violette

### HUMAN SERVICES COMMITTEE

Wednesday, April 22, 2015

5:30 p.m.

Room 200, Northern Building  
305 E. Walnut Street

NOTICE IS HEREBY GIVEN THAT THE COMMITTEE MAY TAKE ACTION ON  
ANY ITEM LISTED ON THE AGENDA

- I. Call Meeting to Order.
- II. Approve/Modify Agenda.
- III. Approve/Modify Minutes of March 25, 2015.

### Comments from the Public

### Report from Human Services Chair, Patrick Evans

1. **Review Minutes of:**
  - a. Aging & Disability Resource Center Board Meeting (February 26, 2015).
  - b. Community Options Program Planning Committee (March 23, 2015).
  - c. Human Services Board (April 9, 2015).
  - d. Veterans Recognition Subcommittee (March 17, 2015).

### Communications

2. Communication from Supervisor Robinson re: That the new County Human Services Director and the Human Services Department staff put together a report to be presented at the August Human Services Committee, with monthly updates to the Committee that examines: CTC/In –patient Mental Health & AODA County Services; community Mental Health and AODA County Services; Mental Health and AODA services offered by the community in general with which the County has a partnership. *Standing item.*
3. Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented; *referred from April, 2015 County Board.*
4. Communication from Supervisor Zima re: Request that Human Resources Department provide each standing committee statistical information as to what the county employee turnover rate is by department and the corresponding reason for turnover; *referred from April, 2015 County Board.*

### Resolutions

5. Resolution re: Brown County Classification Salary Range; referred from April, 2015 County Board.

**Health Department**

6. Update re: Sanimax.

**Human Services Department**

7. Resolution re: Helping families move from homelessness to self-sufficiency. *Standing Item until such time that there is action to be taken.*
8. Budget Adjustment Request (15-20): Any increase in expenses with an offsetting increase in revenue.
9. Budget Adjustment Request (15-21): Any increase in expenses with an offsetting increase in revenue.
10. Executive Director's Report.
11. Summary of Services provided by the Brown County Community Treatment Center Outpatient Clinic.
12. Financial Report for Community Treatment Center and Community Programs.
13. Statistical Reports.
  - a. Monthly CTC Data – Bay Haven Crisis Diversion/Nicolet Psychiatric Hospital.
  - b. Monthly Inpatient Data – Bellin Psychiatric Center.
  - c. Child Protection – Child Abuse/Neglect Report.
  - d. Monthly Contract Update.
14. Request for New Non-Continuous Vendor.
15. Request for New Vendor Contract.

**Aging & Disability Resource Center** – No agenda items.

**Syble Hopp** – No agenda items.

**Veterans Services** – No agenda items.

16. Such other Matters as Authorized by Law.
17. Audit of bills.
18. Adjourn.

Patrick Evans, Chair

Notice is hereby given that action by Committee may be taken on any of the items which are described or listed in this agenda. Please take notice that it is possible additional members of the Board of Supervisors may attend this meeting, resulting in a majority or quorum of the Board of Supervisors. This may constitute a meeting of the Board of Supervisors for purposes of discussion and information gathering relative to this agenda.

**PROCEEDINGS OF THE BROWN COUNTY**  
**HUMAN SERVICES COMMITTEE**

Pursuant to Section 19.84 Wis. Stats., a regular meeting of the **Brown County Human Services Committee** was held on Wednesday, March 25, 2015 in Room 200 of the Northern Building, 305 E. Walnut Street, Green Bay, Wisconsin

---

**Present:** Chair Evans, Supervisor Robinson, Supervisor Hoyer

**Excused:** Supervisor La Violette, Supervisor Haefs

**Also Present:** Chua Xiong, Rob Gollman, Chad Weininger, Rebecca Lindner, Carole Andrews, Devon Christianson, Doug Schneider, Nancy Fennema, Ian Agar, Tim Schmitt, Supervisor Campbell, other interested parties

---

**I. Call Meeting to Order.**

The meeting was called to order by Chairman Patrick Evans at 5:35 p.m.

**II. Approve/Modify Agenda.**

Chair Evans wished to modify the agenda to take Item 3 immediately following the approval of the agenda.

**Motion made by Supervisor Robinson, seconded by Supervisor Hoyer to approve as modified. Vote taken. MOTION CARRIED UNANIMOUSLY**

*Although shown in the proper format here, Item 3 was taken at this time.*

**III. Approve/Modify Minutes of February 25, 2015.**

**Motion made by Supervisor Hoyer, seconded by Supervisor Robinson to approve. Vote taken. MOTION CARRIED UNANIMOUSLY**

**Comments from the Public**

-George Kerwin, 930 Hickory Avenue, De Pere, WI. Kerwin is the President and CEO of Bellin. He stated that representatives of Bellin recently had a cordial conversation with Strategic Behavioral Health's (hereinafter SBH) Director of Development, Mike Garone as well as their CEO. Kerwin emphasized that there is a whole line of reasoning and a critical issue that he has not heard SBH talk about in terms of the evaluation of this community. He continued that that critical issue has to do with who is paying the bill. Kerwin felt that an increase in hospitalizations will translate into an increase of costs for the community. He continued that Bellin has been in this community for a long time and has been offering this array of services for a long time. Kerwin explained that in having that experience, Bellin understands the community and the element that has not been discussed by SBH is the payer community, including the insurance carriers and the self-insured employers which he believes is a critical issue. Kerwin continued that Bellin has an 80 bed hospital that has been operating for 20 years and in that period of time Bellin has negotiated many contracts with payers and has interacted frequently with the major area employers. They continue to meet with them on a regular basis to help them manage their overall costs, including psychiatric costs. Kerwin continued that this community has worked very hard and very effectively in bringing down the average cost of care for the entire population which includes Brown County and the northern counties.

-Bill Meindl, 125 W. Mission Road, Green Bay, WI. Meindl indicated that he was surprised at the amount of public grilling that SBH is getting, especially in comparison to what he suspects was not very much when Bellin Psychiatric Center came into the community 20 years ago. Meindl felt that to some degree the amount of public grilling from so many people is unprecedented. He continued that he felt SBH has done their research and has

honestly established a need for this and is willing to build and improve the quality of mental health care in the community. Meindl felt this would be a benefit to Brown County and should be a go. He did not think there were many people in the meeting who were experts in the field that could say otherwise. Meindl continued that in looking at the Committee he sees at least one free marketer and he felt that could be interpreted one way as a level of government intrusion in the free market system if a competitor is coming into the market and has done what needs to be done and has a track record of doing this successfully in other communities. Meindl concluded that he felt SBH would be a great asset to Brown County and that should be mentioned and emphasized and understood and appreciated.

**Report from Human Services Chair, Patrick Evans**

Chair Pat Evans stated that he recently received the Community Impact Award from the United Way for work done with the Child Abuse and Neglect Task Force and he thanked Brown County for funding part of this and noted that it was a community effort with a lot of community providers.

1. **Review Minutes of:**
  - a. **Board of Health (January 13, January 20 and March 3, 2015).**
  - b. **Human Services Board (March 12, 2015).**
  - c. **Veterans Recognition Subcommittee (February 17, 2015).**

Supervisor Robinson indicated that he wished to pull Item b.

**Motion made by Supervisor Hoyer, seconded by Supervisor Robinson to suspend the rules and take Items 1 a & c together. Vote taken. MOTION CARRIED UNANIMOUSLY**

**Motion made by Supervisor Hoyer, seconded by Supervisor Robinson to receive and place on file Items 1 a & c. Vote taken. MOTION CARRIED UNANIMOUSLY**

With regard to Item b, Supervisor Robinson stated that the minutes of the Human Services Board include a rework of the bylaws of medical staff at the CTC. Robinson wondered how this works because it was his understanding that there had to be presence of the governing board whenever certain meetings took place in terms of overseeing the CTC. Robinson is trying to understand how physically this is happening and meeting requirements.

Jordan Bruce, an employee of a consulting firm in Madison and the current Interim Administrator of the hospital and nursing home introduced himself to the Committee. Bruce stated to his knowledge the main reason for the change in the bylaws was to include the governing board and make some changes to the governing board. What was cited under state and federal surveys that occurred in December and January was that there was one individual that comprised the governing board and, because of that, the governing body had to be revised. Robinson stated that his understanding was that the person who was the governing body, the former Director of Human Services, was not present at the CTC when he needed to be present and asked if that was accurate. Bruce responded that that was his understanding. Robinson asked if there were meetings happening at the CTC with staff present, but not the governing body, how it works with the Human Services Board serving as the governing body and being present at the meetings as it was his assumption that those meetings happened during the business day. Bruce's understanding was that there is just one representative that can report to the Human Services Board. Robinson asked if there is a member of the Human Services Board representing that as the governing body that attends those meetings at the CTC. Bruce stated that that was his belief, but he would have to review that to find out for certain because the governing body bylaws are very lengthy. Robinson stated that he would like to know physically how that works.

**Motion made by Supervisor Robinson, seconded by Supervisor Hoyer to receive and place on file Item 1b. Vote taken. MOTION CARRIED UNANIMOUSLY**

**Communications**

2. **Communication from Supervisor Robinson re: That the new County Human Services Director and the Human Services Department staff put together a report to be presented at the August Human Services Committee, with monthly updates to the Committee that examines: CTC/In-patient Mental Health & AODA County Services; Community Mental Health and AODA County Services; Mental Health and AODA services offered by the community in general with which the County has a partnership. *Motion at February Meeting: To make this a standing item until such time as dispensed of.***

Behavioral Health Manager Ian Agar, provided the Committee with a written report which summarizes the patient services at the CTC, a copy of which is attached.

Robinson thanked Agar for the information provided as he found it very helpful. Robinson wished to follow up on something that came up earlier in the discussion with SBH. Robinson asked how many people are currently on the waiting list for mental health services and Agar stated it was about 240. Robinson asked how quickly someone can get in to see a psychiatrist and Agar responded that if there are urgent needs someone could be seen within a few days. He continued that the issue that presents itself is that people with certain needs end up on the wait list for things such as chemical dependency and those needs arise because they cannot be met in the community. Agar noted that many on the wait list have burned bridges with previous providers in the community for reasons such as failed appointments and then come to the County to be served. The County is waiting for medical records on some of those individuals as they need a full history in order to make an assessment. Agar continued that they try to resolve this by sometimes having individuals meet with a therapist and the therapist does a thorough assessment so they can bypass the need for collateral information. The people on the wait list are a combination of people who are hard to serve in general and people whose medical records they are waiting to receive.

Robinson indicated that Supervisor La Violette asked questions about the wait list about 1 ½ years ago, and at that time the wait was about three months. Three or four months ago the same question was asked and the response was a month but just in the conversation with Mike Garone the wait list was mentioned to be three to six months. Robinson understands that the wait list will fluctuate, but felt that in a very short period of time the wait list numbers seem to be varying wildly. Agar's opinion is that if there was one additional full-time psychiatrist, the wait list could be eliminated. Robinson asked what the cost to the County would be to employ another psychiatrist and Agar responded that the minimum would be \$200,000.

Robinson stated the other thing he would like to know is what kind of collaboration and connections are going on between the County's mental health provisions through Human Services and the situations being handled by law enforcement through the Jail or in terms of what they are doing in the community as it seems to him like the populations served at the CTC would overlap with law enforcement to some degree. Robinson stated that he would like information on this sometime in the time period before August.

**Motion made by Supervisor Hoyer, seconded by Supervisor Robinson to place this standing item on next month's agenda. Vote taken. MOTION CARRIED UNANIMOUSLY**

3. **Communication from Supervisor Robinson re: Request a representative of Strategic Behavioral Health, which is proposing a psychiatric hospital be built in Brown County, appear before the Human Services Committee to discuss the hospital proposal and any potential impact.**

Mike Garone, Director of Development at Strategic Behavioral Health (hereinafter SBH) joined the meeting via teleconference.

Supervisor Robinson thanked Garone for participating in the teleconference. Robinson stated that SBH's proposal to start a psychiatric hospital in the community has generated a lot of community conversation and noted that circumstances that allow for improved access to mental health and AODA services with improved outcomes would benefit the community. Robinson continued that because mental health and AODA services are connected in many ways, he is hoping to get a better sense of how a new hospital would impact the County and its mental health and AODA services. Robinson is interested in SBH's track record in other communities as he felt that would help Brown

///

County understand what SBH would be doing if they come to the County. Robinson stated that there have been some current service providers that have raised concerns about a new facility and he would like to address some of those concerns.

Garone began by thanking the Committee for allowing him to attend this meeting remotely and also thanked the Committee for reaching out to SBH to get the dialogue started as he agreed that it would be mutually beneficial to SBH and the County to have open communication.

Garone continued that SBH is a national provider of inpatient psychiatric hospitalization and residential treatment. They are based out of Memphis but have eight hospitals currently operating in five states as well as three projects under development, including the Green Bay project. Garone stated that first and foremost, SBH is in the business of delivering quality care to families and individuals suffering from mental illness. They are a growing company and they look at markets that are underserved. Garone continued that over the course of the last several years they have done a sophisticated analysis of the entire United States, taking into consideration any metropolitan service areas greater than 300,000 people. He commented that knowing that behavioral health services are often regional, SBH looks at a primary service area of 25 miles and a secondary service area of 50 – 100 miles. SBH looks at the number of psychiatric beds currently available, the population, staffing and financial capability of the project from a building cost as well as the cost to operate a facility. Each of those factors has a weighted average and after sifting through all of the information, a list of markets that have a need is generated. Garone in turn goes into those communities and spends time with the mental health stakeholders. In the case of the proposed Green Bay project, he is confident that he has had meetings with representatives from the main stakeholders. Following those meetings Garone was able to confirm that the data did translate into project feasibility and SBH then moved forward with talking with the City. Garone noted that SBH felt very warmly received in Green Bay and wish to move the project forward. They went in front of the City Council and were met with some questions and resistance from the existing provider of inpatient psychiatric services, Bellin. Garone felt that SBH was caught off guard and it was a learning experience in that they should not take anything for granted in terms of the receptiveness of a community. The conversations that Garone had with the County consisted of conversations with former Human Services Director, Jeremy Kral. Garone continued that they also met with representatives from the Probate Court and juvenile justice. SBH is very much interested in collaborating and bringing services to Brown County as they feel there is a need. Garone would be happy to answer any of the questions the Committee has to put any concerns to rest and hopefully leave with a good understanding and the support of the County.

Robinson thanked the County Board staff and TS for setting up the teleconference. He continued that he wanted to be very clear that he is neutral on this issue at this time. He stated his concern is not so much in terms of trying to say yes or no to this, but more to gather information so the County, as a provider of mental health services, can understand the consequences of SBH coming into the community, whether good, bad or indifferent. Robinson continued that he had information that SBH's hospitals on average are 90% full. Garone responded that as of the day of the City Council meeting on March 16, the census for all of the acute services was 85% among all of their inpatient psychiatric beds. This does not include psychiatric residential treatment as Garone felt that that skews the data somewhat.

Robinson asked for a distinction between the psychiatric beds and the residential treatment. Garone stated that SBH has a variety of different levels of care offered throughout their system. The highest level of care is referred to as acute inpatient care which is 24/7 psychiatric stabilization and rehabilitation. The average length of stay for this treatment is five–10 days. SBH also offers inpatient detoxification services and inpatient residential treatment for chemical dependency. The psychiatric residential treatment mentioned previously is for children and adolescents and is long-term care. Garone continued that the facility being proposed for Green Bay would be a 72 bed facility which would be broken into a separate and dedicated geriatric inpatient unit, a separate and dedicated unit for adult inpatient psych, a separate and dedicated unit for adolescent inpatient psych, a separate and dedicated unit for child inpatient psych and a separate and dedicated unit for medically managed detoxification from chemicals. Robinson asked if the breakdown of beds would be roughly even among those five categories. Garone responded that the way the building is broken down, the only unit they know for certain at this time is 16 beds for the geriatric population and that is because the facility is designed in such a way that that 16 bed unit has special accommodations for an older population such as safety flooring. The other beds are broken down by unit and there will be two 18 bed units, and

///

two 10 bed units, but at this time they do not know which category will be assigned to each unit. Garone continued that it takes about 12 months to build a facility and what unit gets how many beds is determined in phase two of the project. SBH would naturally want to make sure that to the best of their ability they are complimenting existing service lines and not duplicating, but the flexibility to change patient population between units is available based on the way the facility is built. Robinson stated he is trying to get what SBH is projecting for the year and to him it sounds like only the acute inpatient services are at the 85% occupancy rate referred to earlier. Further, if the average stay is seven days, you would be looking at over 2800 admissions in a year. Garone clarified that length of stay is often used as a reasonably driven metric, but noted that typically the length of stay for the geriatric population is longer. Robinson stated at first blush it looks like to hit the projections Garone mentioned, the number of admissions would have to double what is currently in the community now between Bellin and the County's Community Treatment Center. He continued that at this time the County is at about 6.5 admissions per 1000 people which is just under the state average so if that was doubled, admissions would be significantly over the statewide average and he asked Garone if that matches the data he has in terms of capacity in the community. Garone responded that SBH approaches this on a little different analysis. He explained that many of the markets they are in are certificate of needs states where there is a state health plan that creates a bed need methodology that in some states is 30, some states it is 40 and some states is 50 beds per 100,000. Garone continued that they adopt the 30 bed per 100,000 bed need formula and when they take into consideration the Brown County and contiguous counties, they weight the population to be just above 900,000 in their service area. When the calculations are done, the bed needs for SBH's proposed service area would be 272 beds and with the existing beds in the facilities in Brown and surrounding counties, there are 146 beds which leaves a deficiency of 126 beds. Garone stated that SBH looks at it not so much as the average number of people accessing care currently, but rather based off of national bed need formulas because they are of the belief that current admissions might be as a result of a lack of existing beds and he felt there would be more admissions based on healthcare laws and more people accessing behavioral health care through their insurance and this is why they adopted the 30 beds per 100,000.

Robinson noted that the questions he is asking are questions that have been brought to him by local providers. He stated that Bellin currently has about a 40% occupancy rate which seems to indicate that there is a sufficient capacity of beds. Robinson stated he is not necessarily disagreeing with SBH's data, but he felt it was more of a sense of trying to put together perspectives in that SBH feels there is a bed need, but yet the beds currently available are not filled. Garone used their facilities in Colorado Springs and College Station as examples. SBH built a 92 bed facility in Colorado Springs which is a community of just over a half million people. There was an existing 80 or 90 bed hospital there that was running close to capacity and today SBH's hospital is running at 85-90% capacity. This shows that there were patients who were not previously receiving care and this would be patients that would have been trying to manage their mental illness on an outpatient basis or leaving the community to receive care elsewhere. Garone ventured to say that increasing access in order to get their occupancy to where they hope and expect it to be, does not necessarily mean they would be taking admissions away from Bellin or the CTC, but they believe there are additional patients that would access care that are either not currently receiving care or are leaving the community to receive care. Garone continued that in their experience, patients will access care and they have the same admitting criteria that Brown County uses in that they do not admit patients without medical necessity and admitting criteria being met. It has been SBH's experience that there are patients out there who are not receiving care.

Evans asked why people in Brown County would not seek care now since there are facilities and space available at the CTC and Bellin. Evans felt that there is ample space and further that Brown County has even decreased space as they have not seen great usage. Evans would like to hear Garone's perspective as to why the people in this region would not seek out the opportunity to utilize the facilities that we currently have. Garone referenced comments made by Bellin at the City Council meeting and noted that the President of Bellin indicated that it was a staffing issue and they only have enough psychiatrists to staff the number of current beds. Further, when Bellin was asked specifically if there was a need for them to operate additional beds, Bellin's response was that they felt there was, but they do not have the staff and manpower to do it. Garone felt that comments made by Bellin indicate that there is need for additional access but they are not able to accommodate that based on a deficiency in psychiatric coverage. Evans indicated that Brown County is not turning people away for services and Interim Human Services Director Nancy Fennema confirmed this. President and CEO of Bellin, George Kerwin, was in attendance at the meeting and indicated that in terms of bed capacity, Bellin has capacity. He noted that Bellin's psychiatrists are predominantly managing people on an outpatient basis and their practice patterns are based on the community and what payers

111

request of them. Bellin's emphasis in terms of psychiatrists and where they work is on the outpatient side. He noted that if they had more psychiatrists, they most likely would have a higher inpatient census.

Robinson was glad that Garone brought up examples from other communities as he is interested in the track record of SBH in other communities. Robinson noted that the situations Garone spoke of in Colorado are a little different than what is in Brown County because the County does have an existing facility but it is not near capacity and the question is is there more capacity to be had when the existing facility is not at capacity. It seemed to Robinson from what he has heard that the limiting factor is not the number or beds, but it is more the availability of psychiatrists. Robinson understood that there is a nationwide shortage of psychiatrists and he asked Garone what they have done in other facilities to create and maintain a staff of psychiatrists, and particularly what percentage of psychiatrists have been hired that were in the community already and what percentage was brought newly to the community. Garone responded that he used the examples he did to show that SBH coming into a market does not equate to the existing facilities' census going down. He does not want anyone to have the assumption that by SBH coming in, that it will have a detrimental impact on census for existing providers. Robinson also wished to make it clear that he is not here to stick up for Bellin, but his main concern is the effect on the County's provision of services.

Garone continued that he was not able to give percentages as requested by Robinson at this time, but he can attempt to get the information and provide it. He did say that one of the things that SBH does as a company that is attractive to psychiatrists and pretty neat is that they have an open medical model which means that their physicians are able to carry cases within the SBH hospitals and also practice at additional facilities and most of the time they do. The SBH doctors are also encouraged to create outpatient med management practices and some of the opportunities in Green Bay would be the ability to be a professor at UWGB which Garone felt was a lucrative recruitment tool. SBH also offers medical director stipends, practice guarantees and they also work with a company out of Florida that does national recruiting to supplement SBH's efforts and this company also provides contingency coverage so in the event a doctor at an SBH facility goes on leave or is suspended and there are patients that need care, they send a doctor to provide coverage. Garone noted that staffing is not an issue in any of SBH's facilities and all facilities are open and operating with enough psychiatric coverage.

Hoyer asked if SBH uses a specific physician-to-bed ratio in terms of determining how many new providers they need. Garone responded that that is left up to the psychiatrists and their personal comfort levels and it typically depends on what else they have going on. For example, if there is a doctor that comes in and does not have other commitments, it would be easy for them to carry a caseload of 20-25 patients. If there is a provider who comes to town and wants to carry some cases at SBH and some at Bellin as well as doing other work, they would carry fewer cases. SBH does not really get involved with telling physicians how to practice, as long as the performance measures are met appropriately such as making sure that charting is done. Robinson would like to see data for communities where SBH has come into a community that already had an existing facility for raw numbers and percentages for how many psychiatrists were already in and practicing in the community as opposed to those that move into the community.

Robinson continued that he sees two crucial issues. One is if the limiting factor is the availability of psychiatrists and SBH is not able to bring in a high percentage of people new to the community, he does not feel that the community has gained anything, but would rather just shift where clients are being served. Robinson's other concern is what percentage of SBH's current hospital clients are covered by Medicare, Medicaid or a sliding fee. Garone responded that this would be dependent on the patient population and how the beds are distributed. He continued that, for example, they have a facility in Las Vegas that only does geriatrics so obviously their Medicare payer mix would be much higher. On average Garone stated they use a 30-30-30 formula; 30% Medicare, 30% Medicaid, 30% commercial and the balance being uncompensated care. Robinson noted that he recently had a tour of Bellin and was provided documentation with regard to the percentage of their payer mix and asked Garone if he could provide this information as well. Garone responded that he can try to get the information for acute services and a general payer mix, but noted that this is specific to the market so one market may have a higher population of commercial insurance than others, but he would say that with some margin of error for this area, the State of Wisconsin is pretty well covered by insurance compared to the national averages according to 2014 data. Garone looked at a study that was done in 2014 that lists the percentage of uninsured pre-Obamacare and post-Obamacare and Wisconsin is 13<sup>th</sup> on the list with a rate of uninsured pre-Obamacare of 11.64%. The impact of Obamacare brought it down to 9.75%. Garone felt it was safe to say that the rate of uninsured in Wisconsin is about 10%. Garone stated he would love to



see the payer mix information that was shared by Bellin if it is public information. Robinson responded that he would leave that up to Bellin.

Robinson stated that he assumed when SBH looked at coming into the community, that they anticipated a certain percentage of patients on Medicare, Medicaid and private insurance and he asked Garone what that breakdown was. Garone indicated that they use the 30-30-30 formula above and he indicated that that formula is based on information available to them at the time and the reality is that SBH will not know a definitive payer mix until they are operating but noted that they put the performance together the same way anyone would forecast for the market.

Robinson stated that there are a number of different collaborations that go on in this community between the non-profits and the County in terms of provision of mental health services and he asked what type of things SBH has done in other communities in terms of collaborating with other entities. Garone responded that SBH's first position is that it is critical to collaborate for quality treatment outcomes and with the understanding that many of the population that suffers from mental illness are often treated by a variety of different providers and therefore in terms of communication and collaboration of care, SBH knows they will need good open lines of communication and transfer of information between Bellin, the CTC, themselves and the outpatient provider network. SBH is more than happy to providing training for whoever wants it and they typically do monthly education services called Lunch and Learn which allows community providers to come and learn about a variety of topics. They also go into school districts and provide training for school counselors and they also work with police departments and task forces.

Robinson stated that what Brown County has been grappling with is the provision of alcohol detox services, particularly for the population that is not able to afford those services and he asked about the chemical detox services provided by SBH and if that was the same 30-30-30 payer mix. Garone responded that detox is not typically the 30-30-30 mix, but is typically a higher percent of commercial than Medicare or Medicaid; partially in part because depending on the plan there may not be detox coverage as a medical necessity in some of the government based insurance plans. Garone stated that he would be happy to entertain conversations with the County and City to try to find a way to contract for those services, much in the same way that Bellin contracts with the County for child and adolescent services.

Robinson stated that the struggle in Brown County is not so much that there are not people willing to contract, but more that there is not money to pay those contracts. He asked Garone to provide information on the typical payer mix for chemical detox services, particularly alcohol detox, in SBH's facilities. Garone indicated he could provide information for detox services in general, but probably not specifically for alcohol detox.

Evans asked if SBH would have an outpatient facility. Garone responded that with the continuum of care that he described earlier with acute inpatient services being on the highest side of the scale and psychiatric residential treatment which is also an inpatient level of care, they would not be offering that in Green Bay, but they would be offering partial hospitalization which is technically an outpatient service. The patients would come Monday through Friday and stay all day which would be one step down in the continuum of care and that would be for mental health and chemical dependency and they would also offer intensive outpatient therapy which is also a step down on the continuum of care that would be three nights a week for three or four hours. This will allow SBH to admit directly to those outpatient programs for an individual who is not yet at the point of needing inpatient care and it also allows SBH to provide a strong transition for those individuals who are discharged from inpatient care so they can get back in their home and use the tools learned during treatment. This provides gradual steps down before they get into traditional outpatient therapy on an ongoing basis. SBH would rely on community providers for psychotherapy, med management and individual counseling. Garone noted however that often when SBH comes into a community, the psychiatrist that works on the inpatient unit also opens an outpatient practice to do med management.

Evans noted that there is currently a three to six month waiting list of 240 patients for outpatient psychiatric care at Brown County and asked Garone for his response to that and if SBH would be able to help reduce the wait list. Garone asked if this waiting list is for intensive outpatient or partial hospitalization or if it was more one hour therapy- type appointments. Behavioral Health Manager Ian Agar indicated that it refers to basic psychiatric assessment and then med management. Garone responded that if the individuals on the waiting list would meet criteria for intensive outpatient or partial hospitalization, SBH would be happy to provide the care; however, if it is

///

more med management and individual outpatient therapy like you would get from a psychologist in the community once a week or once a month, SBH would not be able to help with that, outside of trying to connect those individuals if they are bringing more doctors into the community. Evans said it was unfortunate to hear that SBH could provide little help with regard to the wait list and this is his biggest issue. Evans stated he is not here to tell any private company not to spend their resources the way the company feels they should be spent, but on the County side, he appreciates any type of economic development, but does worry about "if it's not broke, don't fix it". Evans continued that Brown County has been able to establish a quality system of care between the County, Bellin and all of the providers and he felt that this was part of the reason SBH is getting pushback from the providers. Evans continued that Brown County currently has a model that works very, very well in the area. We also looks at open beds and certainly outpatient is the area that the County has the greatest concern about and he is disappointed to hear that SBH doesn't seem to be able to help the County with the people that he feels really need the help and that is the outpatient group. Evans is just looking for the ability to send outpatient people for help to get off the waiting list and he understands that the payer mix is probably not something that Garone would get excited about.

Garone responded that he does not know what the payer mix is and therefore he cannot comment on that. He stated that the comments he made with regard to outpatient services are made based on experiences SBH has had in other markets. He does not want to impress that SBH would not consider it, but in other markets SBH has been apprehensive to bite the hands that feeds them. He explained that a lot of referrals come from outpatient providers and SBH feels that if there is a sufficient amount of outpatient providers in a community, they do not want to get into that line of business and compete with their biggest referral sources. SBH would be willing to talk about this issue and if there are long wait lists, they would like to identify the needs and the service caps and if there is an opportunity for SBH to provide a service that is not currently being provided in the community, they would be happy to explore it.

Evans appreciated the information Garone provided and reiterated what Robinson said earlier in that this Committee and the County Board have no say if SBH comes to the Brown County arear or not, but as the Human Services Committee, and as a County Board watching what has transpired within the City, there are questions and apprehension as the Board is quite protective of the constituents of Brown County. Evans continued that the Board has worked on mental health issues over the years and provided a background of that and reiterated what he said earlier in that if it's not broke, don't fix it. Evans stated that as the Chair of the Human Services Committee, he does not feel there is a great need for SBH to come to the area, but noted it is SBH's prerogative to think otherwise. He bases this on the number of beds that are currently available as well as the number of psychiatrists in the area. Evans stated that on one hand there is the economic development aspect of SBH coming to the community which is always supported, but, on the other hand, is the care system currently in place in Brown County. Evans noted that SBH has their numbers, but from what he has seen over the last 12–13 years on the Human Services Committee, he disagrees with what SBH is anticipating will happen for their organization. Evans stated that he appreciated Garone's time and noted that there were several others in attendance in the meeting who may wish to speak.

Supervisor Campbell asked what population figure the number of beds that SBH is proposing is based on. Garone responded that the population figure is based on 906,067 and he explained that that is a weighted population. He explained that if they took a pin and dropped it on the center of Green Bay on a map and drew a radius of 25 miles out and then drew a radius of 50 miles, they would take all of the counties that are in that radius as well as the counties that have a portion of their county in that radius. Garone continued that for all of the counties they use, the actual population was 1,165,000 but when it is weighted, it was brought down to 906,067.

Alderman Mark Steuer of the Green Bay City Council was also in attendance at the meeting. He noted that from the City's perspective, a lot of the Council was concerned because they heard about the SBH projects only five or six days prior to the presentation. He felt that whenever there is an economic development initiative where a business is coming into play, there is an amount of confidentiality that comes forward but the City Council was surprised at the 11<sup>th</sup> hour approach. Steuer indicated he felt Garone was surprised of the pushback as well. Steuer continued that the City of Green Bay is looking at this very closely. Some of the questions that Steuer had were brought up by Robinson, but one of his concerns is that when SBH came into Colorado Springs and College Station, they were one of the only employers working on this. Steuer's concern is the fact that Brown County already has a number of providers and he is trying to understand the dynamic that SBH has had in these other communities. What everyone wants to know is the level of compensation in the eight communities that SBH has facilities in. Steuer asked Garone to mention the

111

areas that SBH currently has hospitals in. Garone responded that he felt it was important to first express the same thing that was expressed in the City Council meeting that at this stage they are 100% responsible for the oversight of not communicating with the Council and noted that they had been talking with the City for 12–14 months and SBH had assumed that that information is pushed out which was a bad assumption for which he apologizes. Garone stated that SBH currently has their home office in Memphis, Tennessee and they have facilities in Wilmington, North Carolina, Garner, North Carolina, Charlotte, North Carolina, Colorado Springs, Colorado, two facilities in Las Vegas, Nevada, one which does adult chemical dependency and children and adolescents and the other does strictly geriatrics. They also have a facility in College Station, Texas and one in Santa Theresa, New Mexico. Garone continued that SBH also has three facilities under development, all in different stages including one north of Denver, Colorado which is scheduled to open in November; a facility in Arlington, Texas scheduled to open in March, 2016 and the facility in Green Bay that they hope to have open by the summer of 2016. Garone indicated he can do his best to try to describe the competitive environment in these locations, but the only location he has worked in and lived in is Las Vegas so it may be better to have someone else in the company describe the competitive landscape in the other markets. Steuer noted if Garone did not have that information readily available, that was fine but he would like him to provide any information he can prior to the next City Council meeting. Steuer noted that there were several City Council members who would like this information and Garone responded that he would provide it.

Steuer also mentioned SBH's level of involvement in a community as far as being involved in such things as United Way or serving on non-profit boards and being leaders in other community initiatives and he would like to know the amount of SBH's community involvement. Garone indicated that that would be something that can be described in greater detail when they reach out to the on-the-ground people. He can ask each of the local CEOs to provide information for the competitor profile, provide a list of community involvement and activities they are engaged in. He felt that local representatives could provide the best information. Steuer reiterated that he would appreciate any information that could be provided on this.

Robinson thanked Garone for talking the time to talk to the Committee and indicated that he appreciated it. He also wished to make it clear that the information that Robinson would like to receive is the payer mix for the detox facilities as well as the percentage and raw numbers for the psychiatrists SBH brings into a community where there is already a competing facility. Garone indicated that he understood the request.

Evans indicated that the Committee will take one more small agenda item and then allow comments from the public and noted that there may be public in attendance who wished to speak on this topic. Evans afforded Garone the opportunity to listen and Garone said he would stay in the conference.

**Motion made by Supervisor Robinson, seconded by Supervisor Hoyer to receive and place on file and to have a draft of the minutes from this portion of the meeting sent to Green Bay Alderpersons looking at this issue. Vote taken. MOTION CARRIED UNANIMOUSLY**

*At this time, Item III was taken, followed by Comments from the Public.*

4. **Communication from Supervisor Robinson re: Because of the potential negative impact on our County's Aging and Disability Resource Center from provisions within the proposed State budget, request the County Board pass a resolution in support of the ADRC, modeled upon a resolution passed by Ozaukee County.**

Robinson submitted a proposed resolution which was included in the agenda packet. He commented that at two different local listening sessions, one with local republican elected officials and one with local democratic elected officials, there was a definite theme and that was the number of the people who were concerned about the changes being proposed in the State budget with regard to the ADRC, IRIS and Family Care Systems. Robinson found the changes disappointing and stated that these are very good programs and that the ADRC serves the community very well and further, that the County has been waiting for Family Care and IRIS. He felt that what is being proposed is a travesty and invited ADRC Director Devon Christianson and Supervisor Campbell to address the Committee if they desired.

Christianson thanked the Committee for considering the proposed resolution and noted that it is something that other ADRCs around the State have also been asking their County representatives to support. Christianson stated there are three major concerns around the budget proposals, the first of which is the elimination of ADRC governing boards. She explained that ADRC governing boards are different than boards comprised of elected officials in that the ADRC is required by statute to have representation from the populations that they serve and the ADRC Board acts as the voice for people with disabilities and their caregiver. Christianson also noted that 51% of the ADRC Board must be older adults. By design, the ADRC Board is meant to be a location where older people can provide input. The elimination of these Boards would open the door for the second infrastructure change which is to privatize services and fracture the services that they currently provide. Christianson noted that the system was terribly fractured 15 years ago and they have spent 15 years trying to unfracture it. To dismantle the system and have people have to spread throughout the community to find the services they need is a huge step backwards. Privatizing would also mean that people would have to pay for information and support or allow a company to make a profit over people in need and this is of tremendous concern. Christianson said she has seen this happen in other communities and it has not gone well. She continued that the other component of this is the concern about County government and she noted that the ADRC has acted quite readily as a buffer to the County system. They have become a strong ADRC and since 2005 Brown County Human Services has not had to have an access department and they have been able to prevent and delay people's entrance into all of the County services. Christianson stated that Adult Protective Services would certainly say how much the ADRC works with people who are victims of abuse prior to needing to enter the system. Christianson also noted that all of the ADRC volunteers would be lost under the governor's proposal.

Christianson continued that the regionalization or the statewide provision of ADRC services would not allow people to have a local place to go and connect. She noted that this is a budget neutral proposal and is simply a dismantling of the infrastructure.

Supervisor Hoyer thanked Christianson for the information provided and stated that he has been moved by his visits to the ADRC and he feels that it is a good part of the community and would hate to see it go away as it is a community in caring for the older and more vulnerable of the citizenry. Hoyer stated that he is absolutely in support of this resolution and he hopes it sends a message. He noted that he had attended one of the listening sessions and heard some of the stories, and no one spoke in favor of the governor's proposal. He continued that he would like to see this resolution forwarded through the County to send a message for this level of local control. He thinks what happens in the ADRC and throughout the community because of the ADRC reflects the best in who we are.

Supervisor Campbell noted that the Board is not party-related, but she is hopeful that this can be made a human issue. She was alarmed earlier in the meeting when she heard the term "markets" come up, because we are in the human services area, not a market and the Board is elected to protect. She commented that if this is privatized, we would be reducing humans to markets. Campbell felt that dismantling the ADRC would be one of the worst things that can happen to this community.

Robinson asked Christianson to clarify if either IRIS or Family Care is moving out of the Human Services area to the Commissioner of Insurance. Christianson responded that the proposal around Family Care and IRIS current contracts with the Department is to dismantle all of the MCOs and combine acute care with long-term care and move them out of the department of Health Services in terms of oversight and under the Office of the Commissioner of Insurance. This would also eliminate the public bidding process and remove profit caps so it would allow for one or two large insurance companies to take over all of the long-term care services. Robinson felt that this would seem to be putting profits for a very small group of people over the welfare of the majority of the people.

Evans stated he is disappointed with what could potentially happen. He does not necessarily think that there will be any difference in the dollars being spent and even thought it may be more costly if the ADRCs are eliminated. He continued that at the Legislative Breakfast at ASPIRO it did not seem that a lot of the legislators had a real understanding of what is going on with Family Care and the ADRCs. Evans continued that the vast majority of people do not have an understanding of the massive impact these changes to Family Care and ADRCs would have. He felt this was a step back in what has been decided to do as a government and further, it was similar to the programs that the County levy is used for in that there have been studies done that show that the programs work and the County has been able to provide the programs.

**Motion made by Supervisor Robinson, seconded by Supervisor Hoyer to approve. Roll call vote taken. Evans – Aye; Robinson – Aye, Hoyer – Aye. MOTION CARRIED UNANIMOUSLY**

5. **Communication from Supervisor Moynihan re: Letter from Executive Director of Family & Childcare Resources of N.E.W. to proclaim 5/8/2015 as Child Care Provider Appreciation Day.**

**Motion made by Supervisor Robinson, seconded by Supervisor Hoyer to approve. Vote taken. MOTION CARRIED UNANIMOUSLY**

6. **Communication from Supervisor Hoyer re: Assessment of outdoor coal piles on the western shore of the Fox River as a health risk and a source of airborne pollutants, as well as proposals for remediation and elimination of the health consequences on our citizenry.**

It was noted that Jeff Schoepke, Regional Manager of C. Reiss Coal Company was in attendance at the meeting.

Evans stated that under the Kelso administration, the County had looked at moving the coal piles out to a location near the WPS Pulliam Plant. Schoepke is aware of that and noted that there have been a lot of discussions over a long period of time with regard to the coal piles. Evans stated that all of the players came in and Kelso then found out that it would cost the County money to move the coal piles and nothing further happened.

Hoyer stated that the reason he brought this communication was because some of the coal piles along the river are across from his district and on occasion he has heard from citizens who are concerned about it and this has come up as a topic of conversation at various times. The other aspect is that since being on the Human Services Committee, things like sounds you can't hear and smells you can't see have been discussed and Hoyer thought that a communication was in order to see happens out of a health concern from the human health perspective.

Hoyer continued that the conventional wisdom is that Brown County has terrible air pollution. He stated that in talking with different people, the County does meet the EPA requirements for breathing, but what he sees is the impact of these particulates on the homes in his district. It is also concerning to Hoyer that if we look at shifts and how air pollution is monitored, in many ways the shift from the P10 to P2.5, the size of particulate matter that goes into the analysis, the particulate matter at 2.5 micrometers tends to be more reflective of burning and those types of things, whereas the material or the coal and the occasional airborne particulate matter is larger and therefore is not continued to be monitored. Hoyer continued that when it comes to coal, where it comes from determines the content. He noted that in general he was interested in what sort of monitoring is done at the County level. Hoyer noted that the County Board has the capacity to create legislation or policy that is more restrictive than the State's restrictions. He continued that there are consequences for a) who enforces it and, b) what the impact is on the businesses or those that may be impacted by the choices. Hoyer wanted to get from the County perspective what types of things have been determined; what types of things are monitored, whether we have sanitarians out there taking measurements on occasion and those sorts of things to supplement the DNR site which is at East High School.

Health Department Director, Chua Xiong and Environmental Specialist Rob Gollman addressed the Committee. Gollman indicated that he has done some research and found that Wisconsin Administrative Code, Chapter NR445 is specific to control and compliance requirements for storage and handling of coal. The Health Department does not have air monitoring equipment, but Gollman said he could contact the DNR Air Quality Monitoring section chief to see if they could provide equipment. He indicated that the monitoring would have to be done over a length of time due to the variables such as wind, atmospheric conditions, etc. He continued that the DNR enforces the Administrative Law on this and Hoyer noted that this is quite vague. Gollman also indicated that the DNR is involved in a permitting process for the facility and Xiong has had communication with one of the individuals in the air quality unit, but Gollman would be able to follow up in that regard. As far as suppression of the issues with the dust, Gollman found that a conveyor system permit had been applied for some time ago and as part of that, there was an investment in a watering system as well.

///

Hoyer said it would be most interesting to review any data that was gathered in the past to see how it compares to current data. Gollman indicated he did try to find information from the past but was not able to find anything. Hoyer felt that doing some sort of monitoring would give the County an idea of where we are currently at.

Xiong noted that based upon the research that is out there, it would be a long term research project of at least 6–12 months. She offered to provide Hoyer with research she had found from other locations where this is a fugitive source and cannot be contained and it depends where the wind direction goes. The research would need to be long term to ensure accuracy. She wanted Hoyer to know this so that he could advise his constituents appropriately. Hoyer understood and appreciated Xiong's willingness to monitor this matter and he noted that he would appreciate the Health Department doing something to find out the impact on the citizens, even if it was a long term project.

Gollman also offered to contact the Bureau of Environmental and Occupational Health to see if they could provide some expertise in this area or assistance in monitoring.

Mark Steuer asked if there are other communities that have coal piles that have done studies. Hoyer responded that Chicago has moved some of their coal piles to the south side of the city. Xiong stated that there is documentation by the Chicago Department of Public Health. She indicated that Chicago contracted out to a special firm to do the long-term research study. Xiong's understanding is that some of the coal piles in Chicago were covered as well. Hoyer indicated he would like to see Chicago's documentation and Xiong indicated that she will provide the same to him. He noted that PD&T approached this matter from more of a monetary standpoint, but his angle is more health-related.

Hoyer felt it would be appropriate to hold this for two months to allow him time to review research. Evans asked if there have been any complaints from businesses or the public concerning the coal. Gollman responded that he recalled a complaint at the Green Bay Yacht Club about coal dust being deposited on some of the boats which would have presumably been from the Pulliam Plant. He continued that at one time there was a city inspector who dealt with these types of complaints and it may be worth a shot to try to contact the City to see what information they may have.

Evans asked Schoepke if his organization has received complaints about the coal piles. Schoepke stated that it has been a fair number of years since they have received a complaint, but noted that they are obviously concerned if citizens are concerned. He also noted with regard to the complaint at the Green Bay Yacht Club, that that was about six or seven years ago and occurred before water suppression equipment was put into place.

**Motion made by Supervisor Hoyer, seconded by Supervisor Robinson to hold until the May, 2015 meeting to allow the Health Department to provide further information. Vote taken. MOTION CARRIED UNANIMOUSLY**

#### Veterans Services

7. **Budget Status Financial Report, December, 2014 (unaudited).**

**Motion made by Supervisor Robinson, seconded by Supervisor Evans to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY**

#### Health Department

8. **Budget Adjustment Request (15-19): Any increase in expenses with an offsetting increase in revenue.**

**Motion made by Supervisor Robinson, seconded by Supervisor Evans to approve. Vote taken. MOTION CARRIED UNANIMOUSLY**

#### Human Services Department

9. **Resolution re: Helping families move from homelessness to self-sufficiency. *Standing Item until such time that there is action to be taken.***

///

**Motion made by Supervisor Robinson, seconded by Supervisor Hoyer to hold for one month. Vote taken.**  
**MOTION CARRIED UNANIMOUSLY**

10. **Budget Adjustment Request (14-116): Any increase in expenses with an offsetting increase in revenue.**

**Motion made by Supervisor Hoyer, seconded by Supervisor Robinson to approve. Vote taken. MOTION CARRIED UNANIMOUSLY**

11. **Executive Director's Report.**

**Motion made by Supervisor Robinson, seconded by Supervisor Hoyer to receive and place on file. Vote taken.**  
**MOTION CARRIED UNANIMOUSLY**

12. **Resolution re: Change in Table of Organization for the Human Services Department – Social Services Aide I.**

**Motion made by Supervisor Hoyer, seconded by Supervisor Robinson to approve. Vote taken. MOTION CARRIED UNANIMOUSLY**

13. **Financial Report for Community Treatment Center and Community Programs.**

Finance Manager Tim Schmitt provided a financial report which was included in the agenda packet. He indicated that he will be reporting unaudited financial results for 2014 at next month's meeting. He continued that January, 2015 results show that Community Programs is near budget and CTC has lagging revenues in part due to the census being low at Bay Haven. He noted it is early in the year and these numbers can change throughout the year.

Robinson understood that we are only two months into the year and numbers can change, but noted that the Bay Haven population numbers seem to be going lower and lower. He noted there were eight budgeted last year and it was six this year and now it is at one. He is hoping that someone at next month's meeting can address what is going on with the CBRF and how it can be addressed. Agar shared that he felt it was a problem with determining who is going to be served at the CBRF.

**Motion made by Supervisor Robinson, seconded by Supervisor Hoyer to receive and place on file. Vote taken.**  
**MOTION CARRIED UNANIMOUSLY**

14. **Statistical Reports.**

- a. **Monthly CTC Data – Bay Haven Crisis Diversion/Nicolet Psychiatric Hospital.**
- b. **Monthly Inpatient Data – Bellin Psychiatric Center.**
- c. **Child Protection – Child Abuse/Neglect Report.**
- d. **Monthly Contract Update.**

**Motion made by Supervisor Hoyer, seconded by Supervisor Robinson to suspend the rules and take Items 14 a-d together. Vote taken. MOTION CARRIED UNANIMOUSLY**

**Motion made by Supervisor Hoyer, seconded by Supervisor Robinson to approve Items 14 a-d. Vote taken.**  
**MOTION CARRIED UNANIMOUSLY**

15. **Request for New Non-Continuous Vendor.**

**Motion made by Supervisor Robinson, seconded by Supervisor Hoyer to approve. Vote taken. MOTION CARRIED UNANIMOUSLY**

16. **Request for New Vendor Contract.**

**Motion made by Supervisor Robinson, seconded by Supervisor Hoyer to approve. Vote taken. MOTION CARRIED UNANIMOUSLY**

**Aging & Disability Resource Center**

16a. **Update re: Enrollment Counseling for Family Care.**

ADRC Administrator Devon Christianson stated that she would provide an update at this meeting as to the enrollment into Family Care. She stated that the State has put this value on the ADRC doing the transition of Human Services current waiver participants and then not having the resources to do it. She noted that the staff that was to be provided by the State was pulled away and the ADRC has recalculated how to do everything. She continued that they had a group enrollment at ASPIRO and she spoke to 124 people and there are also group enrollments and one-on-ones. They are trying to do things strategically and creatively to accomplish their goals. The goal for the end of March was to enroll 218 people and they are currently at 187. She noted that they have 100 one-on-one appointments scheduled and they have found some efficiencies in how they are doing things to accomplish this. She also noted that if they were to hire temp workers right now, she did not feel they would be able to be trained in enough time to get through this due to the complexity. She noted that they do currently have a senior social work student and she felt that they would like to bring him on temporarily as he already knows the agency instead of coming to the County to ask for support.

The Committee thanked Christianson for her work on this project.

**Motion made by Supervisor Hoyer, seconded by Supervisor Robinson to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY**

**Syble Hopp** – No agenda items.

17. **Such other Matters as Authorized by Law. *None.***

18. **Adjourn.**

**Motion made by Supervisor Hoyer, seconded by Supervisor Robinson to adjourn at 7:48 pm. Vote taken. MOTION CARRIED UNANIMOUSLY**

Respectfully submitted,

Therese Giannunzio  
Recording Secretary

111



**PROCEEDINGS OF THE AGING & DISABILITY RESOURCE CENTER OF BROWN COUNTY**  
**BOARD MEETING**

**February 26, 2015**

**PRESENT:** Barbara Robinson, Lori Rasmussen, Larry Epstein, Pat Finder-Stone, Jessica Nell, Corrie Campbell, Ramon Fierros, Joan Swiggert, Beth Relich, Lisa VanDonsel, Melanie Macszka, Pat Hickey.

**ALSO PRESENT:** Devon Christianson, Christel Giesen, Guadalupe Mercado, Debra Bowers, Laurie Ropson, Jake Thompson, Janet Zander, Kay Vanlaanen, Tina Whetung, Diana Brown.

**EXCUSED:** Marvin Rucker.

The meeting was called to order by Vice Chairperson Robinson at 8:02 a.m.

**PLEDGE OF ALLEGIANCE.**

**INTRODUCTIONS.**

**ADOPTION OF THE AGENDA:** Mr. Epstein/ Sup. Campbell moved to adopt the agenda. **MOTION CARRIED.**

**APPROVAL OF THE MINUTES OF THE REGULAR MEETING OF January 22, 2015:**

Sup. Campbell/ Ms. Relich moved to approve the minutes of the regular meeting of January 22, 2015. **MOTION CARRIED.**

**COMMENTS FROM THE PUBLIC:** Ms. Rasmussen is currently participating in Lighten Up program and highlighted what an outstanding program it is.

**85.21 PLAN APPROVAL AND CONTRACT:**

Ms. Giesen provided an update on the status of the 85.21 plan and RFP process since the January 2015 ADRC Board Meeting. The ADRC received one application through the RFP open procurement process to provide services currently offered through the American Red Cross Transportation Program. The scoring team went through the process of reviewing, scoring, and interviewing the submitted response to the RFP and is very pleased to submit the intent to award and contract to NEW Curative. NEW Curative has previously worked with the ADRC and Red Cross for many years to provide transportation services, as a partnership. This award will allow the continuation of service for consumers as well as volunteers and has the goal to fill gaps with rural transportation.

Ms. Giesen reviewed 85.21 Transportation draft application and summary including the budget and the various contracts and services included in the plan. The application will be submitted to the Department of Transportation now that the new provider has been selected and the required approvals through the local Transportation Coordinating Committee has been secured.

Ms. Finder-Stone/ Ms. Hickey moved to approve the proposal of Brown County submitting the intent to award NEW Curative to the Department of Transportation. **MOTION CARRIED.**

**DIRECTOR'S REPORT:**

**A. AGING PLAN ANNUAL SELF-ASSESSMENT:**

The ADRC is required to create a 3 year Aging Plan on a regular cycle. We are currently on the last year of the 2013-2105 cycle. We will be required to beginning planning for our 2016-2018 plan during this year. Annually, we must review our plan goals, make comments and adjust goals accordingly. This self-assessment requires our ADRC Board's review and approval. Ms.

Christianson reviewed the past three year plan with comments and review in the Aging Unit Self-Assessment for 2014 handout Ms. Christianson stressed the importance of the ADRC Board input and our outreach into the community to gather information on needs as we build our plans. The ADRC Board will receive more information on the 2016-2018 planning process and how they will be involved at future Board meetings.

Ms. Swiggert added that there was a consumer who was hearing impaired, who she spoke to yesterday, that is very pleased with the hearing loop and commented on how it has affected his life.

Mr. Epstein/ Ms. Rasmussen moved to approve and accept the amendment of the Aging Plan Annual Self-Assessment and submit to GWAAR. **MOTION CARRIED.**

## **B. GOALS AND OBJECTIVES: COMMITTEES**

Ms. Christianson reviewed the ADRC committee and Taskforces for 2015. It is very important to the ADRC that staff members have genuine input to the strategic direction of the agency. The ADRC is a team based organization that values employee, consumer and board member participation on the goals and objectives for each year. Ms. Christianson invited all Board members to review the committees and reach out to the committee chair if they would like to be a part of a committee.

## **C. GOVERNOR'S BUDGET: ISSUES AFFECTING OUR POPULATION:**

Ms. Zander is the Advocacy and Public Policy Coordinator for the Greater Wisconsin Agency on Aging. Ms. Zander was previously a director of the ADRC of Portage County for almost 20 years. Ms. Zanders reviewed the "Summary of Proposed Changes Related to Aging & Disability Programs" handout to highlight the proposed changes with the Governor's 2015-2017. Some of the budget proposals include:

- Requires adults aged 65 and older needing prescription drug coverage to apply for, and if qualified, to enroll in a Medicare Part D plan versus just automatically enrolling in SeniorCare (Wisconsin's prescription drug program). Uses SeniorCare as a wrap-around program only.
- Reduces state funding by over \$15 million in the biennium.
- Eliminates the Long Term Care option IRIS. IRIS is a self-directed option for long term care in which the individual is allowed to choose and manage their own services. Board member Nell added that she has an advocacy website with a lot of information about the issue: [www.saveiris.org](http://www.saveiris.org)
- Eliminates Regional District's and instead contact with companies that will operate state-wide. The current Managed Care Organization's Lakeland and Care Wisconsin would be eliminated.
- Eliminates requirement for ADRC's to have governing Boards. This means that the statutes in place at the moment to be able to represent all of the community would be eliminated. The proposal also allows the Department of Health Services to contract with a private entity for all or some services of resource centers. This means that the ADRC's would no longer be required to provide all services. This puts all a lot of services and programs at risk.

Ms. Zanders recommended that the Board act quickly and advocate as much as they can.

## **FINANCE REPORT:**

### **A. REVIEW AND APPROVAL OF JANUARY 2015 FINANCE REPORT:**

Ms. Bowers referred to the January 2015 Financial Highlights to demonstrate expenses and revenues for the month of January.

Ms. Relich/ Ms. VanDonsel moved to approve and place on file the January 2015 Financial Report. **MOTION CARRIED.**

**B. REVIEW AND APPROVAL OF RESTRICTED DONATIONS:**

There were no restricted donations received in the month of January.

Ms. Relich/ Ms. VanDonsel moved to approve the Restricted Donations for January, 2015.

**MOTION CARRIED.**

**C. PRELIMINARY NET ASSET REPORT: UNRESTRICTED: COMMITTED ASSIGNMENT**

Ms. Christianson reviewed the Draft Preliminary ADRC Net Asset Report 2014 to solicit feedback on how the information is presented. This format will be used in March to present the final preliminary net asset report.

**FAMILY CARE UPDATE:** One week prior to this meeting there was another consulting agency, Lutheran Social Services, awarded the contract to administer IRIS. For the ADRC this means there will be a fourth option for enrollment counseling. The Group Enrollment Counseling Meetings have been scheduled and will begin next week. Ms. Christianson and Supervisor Corrie Campbell presented to the Brown County Human Service Committee on the transition, workforce issues, and timelines.

**LEGISLATIVE UPDATES:** None.

**ANNOUNCEMENTS:** Ms. VanDonsel announced that March is MS awareness month. On April 19, 2015 there will be a MS walk and suggested the ADRC have a booth present.

**NEXT MEETING:** The next meeting will be March 26, 2015 at 8:30 a.m. This meeting will include a group picture of the Board of Director's.

**ADJOURN:** Ms. VanDonsel /Mr. Epstein moved to adjourn the meeting. **MOTION CARRIED.** The meeting adjourned at 9:31 a.m.

Respectfully submitted,

Guadalupe Mercado, Office Assistant

1a

**PROCEEDINGS OF THE COMMUNITY OPTIONS PROGRAM PLANNING COMMITTEE**

A regular meeting of the Brown County Community Options Program Planning Committee took place on Monday, March 23, 2015 at 111 North Jefferson Street, Green Bay, Wisconsin.

**Present:** Helen Desotell, Mary Hansen, Pat Hickey, Sandy Juno, Mary Schlautman, John VanderLeest, Lori Weaver and Chua Xiong

**Absent:** None

**Excused:** None

**Others Present:** Mary Rasmussen of BCHSD

Chairperson Mary Schlautman called the meeting to order at 8:32 a.m. with roll call. A quorum was present. Members introduced themselves to John VanderLeest, the newest COP Planning Committee member.

**MODIFICATION/APPROVAL OF AGENDA**

Ms. Schlautman noted that item #7 should not have been included on the agenda.

**MOTION:** Ms. Desotell moved to approve the agenda as modified. Ms. Juno seconded. Motion carried unanimously.

**MODIFICATION/APPROVAL OF MINUTES**

**MOTION:** Mr. VanderLeest moved to approve the January 26, 2015 minutes as mailed. Ms. Hickey seconded. Motion carried unanimously.

**GENERAL UPDATES**

**Family Care Update** – Ms. Weaver said Family Care/IRIS enrollment counseling started March 1<sup>st</sup> at the ADRC, and staff of both agencies have been very busy. Brown County consumers are transitioning between July 1<sup>st</sup> and October 1<sup>st</sup>. A great deal of coordination is taking place between the Human Services, ADRC staff, and the managed long term care organizations to facilitate a smooth transition. The wait list will be “locked down” as of April 1<sup>st</sup>, which is also the deadline for submitting the Final Transition Plan to DHS.

Ms. Schlautman said 116 individuals have already enrolled in either Family Care or IRIS, with three staff currently dedicated to that process. Soon 12 more Information & Assistance workers will be added. They also do group enrollments at places like ASPIRO and assisted living facilities.

**Significant Proportions/Wait List** – Ms. Weaver said we are very close to the 57% elderly goal for significant proportions. We received a variance to use temporary funding to reduce the physically disabled wait list, which affects the elderly significant proportion numbers.

**Staff Update** – Ms. Weaver said Tony Schmidt (long term care supervisor) resigned to accept a position with one of the Family Care managed care organizations. There are currently 18 full-time employees and one part-time employee in the COP unit. There are three vacant case manager positions and there is one

**PROCEEDINGS OF COMMUNITY OPTIONS PLANNING COMMITTEE – MARCH 23, 2015**

employee on leave right now. We continue to focus on how best to meet consumers' needs as we get closer to the July 1<sup>st</sup> transition date. Nursing home relocation cases and urgent needs continue to be a priority. On the COP wait list there are currently 659 unassigned cases, of which 422 are elderly and 237 are physically disabled. There are 36 elderly and five physically disabled individuals currently being worked up for service. The ADRC will begin to take people off the list beginning July 1<sup>st</sup>. Wait list information is being shared via a computer drive between BCHSD and ADRC, and there is good support and cooperation between the two agencies. Consumers will continue to have their BCHSD case management up until their individual Family Care rollout date.

**CIP Update** – Ms. Hansen said there are currently 96 individuals on the wait list. Of those, 45 are considered “at large,” and there are 15 transition kids. We continue to serve transition students who “age out” of children’s waiver. Staff numbers are stable right now.

**MOTION:** Mr. VanderLeest moved to approve the update reports and place them on file. Ms. Desotell seconded. Motion carried unanimously.

**DISCUSSION OF COMMITTEE ROLE AND STRUCTURE**  
**AFTER FAMILY CARE**

Ms. Weaver did some research on committees in other counties that have gone through the Family Care transition. They are often known as “long term support” committees elsewhere. She distributed copies of a page describing the oversight committee’s role per Wisconsin statute 46.27. The COP dollars are state funded and will stay here. There is a group of individuals currently served by COP dollars who will continue to be served this way. They are people with some physical problems, limited cognitive functioning or mental health issues who do not qualify for Family Care or otherwise “fall through the cracks.” There will be two full-time staff who will continue to serve these individuals.

In many counties the oversight committee falls under the ADRC, perhaps because adult protection often falls under the ADRC as well. There are several ways this committee can proceed, and it is open for discussion. Ms. Schlautman said since the committee needs to continue, there is a need for recruitment of someone in the mental health area to serve on it. Ms. Weaver and Ms. Hansen both said they have attempted many times to recruit someone for that role and also AODA with limited success. Ms. Schlautman said there has been discussion at the ADRC about the possible necessity of creating a structure to handle appeals with regard to the functional screens, wait list, etc.

Ms. Juno asked if this committee would be dealing with appeals anymore, and Ms. Weaver said it could, with COP individuals and CLTS. Some members like “Long Term Support Planning Committee” for a name option. There was discussion about possibly sharing committee duties with the ADRC. Mr. VanderLeest said we would have to have the County Board approve these changes. Ms. Schlautman said she would check with other county ADRCs to see how they’re doing things. Ms. Weaver said Family Care agencies need to have oversight committees as well.

Ms. Weaver outlined the mandatory committee representation. The committee membership must include at least five persons receiving long-term community support services, each of whom must represent one of the following groups: frail elderly, physically disabled, developmentally disabled, chronically mentally ill, and chemically dependent. Additionally, the committee must have two county elected officials, one county

1b

**PROCEEDINGS OF COMMUNITY OPTIONS PLANNING COMMITTEE – MARCH 23, 2015**

health representative, one representative from the county Human Services department, one 51.42 (mental health) representative, and one representative from the county Commission on Aging / ADRC. The representatives from the five target groups can be either consumers or their family members. Ms. Juno suggested contacting the established mental health and drug courts for recruitment. Ms. Schlautman asked anyone having someone in mind to serve on this committee to submit the information to Ms. Weaver, who will forward the information to the County Executive's office. Ms. Xiong said it is difficult to find people who are willing to volunteer their time to serve on committees. Mr. VanderLeest said it is common practice for potential committee members to fill out an application for a background check for serving on county committees.

The general opinion among members is that more research and discussion will be beneficial for making a decision on any changes.

**MOTION:** Ms. Juno moved to have those committee members who have the most information bring recommendations back to the committee for the May meeting. Mr. VanderLeest seconded. Motion carried unanimously.

**OTHER BUSINESS**

Because of the Memorial Day holiday falling on the committee's usual meeting date of fourth Monday, the May meeting will be moved to May 18<sup>th</sup>.

Ms. Schlautman distributed handouts on the upcoming public listening session at Green Bay West High School on March 24<sup>th</sup> and encouraged advocacy on behalf of the ADRC. The governor's proposed budget would adversely affect local services by eliminating the local ADRCs, replacing them with statewide or regional private or non-profit companies. New companies would not be required to have governing boards including consumer members to help select and design services. She encouraged committee members to attend or contact legislators.

**MOTION:** Mr. VanderLeest moved to adjourn. Ms. Hickey seconded. Motion carried unanimously. The meeting adjourned at 9:12 a.m.

Respectfully submitted,  
Mary Rasmussen

1b

## **PROCEEDINGS OF THE BROWN COUNTY HUMAN SERVICES BOARD**

Pursuant to Section 19.84 Wis. Stats, a regular meeting of the **Brown County Human Services Board** was held on Thursday, April 9, 2015 in in Board Room A of the Sophie Beaumont Building – 111 North Jefferson Street, Green Bay, WI

---

**Present:** Chairman Tom Lund  
Paula Laundrie, Helen Smits, Carole Andrews, Craig Huxford, JoAnn Grashberger

**Excused:** Bill Clancy, Susan Hyland

**Also**

**Present:** Erik Pritzl, Executive Director  
Nancy Fennema, Director of Community Programs  
Michelle Hermes, Director of Nursing-Hospital  
Dawn LaPlant, Health Information Manager  
MSW Student

---

1. **Call Meeting to Order:**  
The meeting was called to order by Chairman Tom Lund at 5:15 pm.
2. **Approve/Modify Agenda:**  
GRASHBERGER/LAUNDRIE moved to approve the agenda.  
The motion was passed unanimously.
3. **Approve Minutes of March 12, 2015 Human Services Board Meeting:**  
  
ANDREWS/SMITS moved to approve the minutes dated March 12, 2015.  
The motion was passed unanimously.
4. **Approval of the Bylaws of the Medical Staff of the Brown County Community Treatment Center:**  
  
Director of Community Programs Fennema stated that the bylaws were updated as a response to the most recent state survey. They specify the responsibilities of the governing body, which is now the Human Services Board. Board Member Andrews is serving on the QAPI Committee.  
  
ANDREWS/SMITS moved to approve the medical staff bylaws of the CTC.  
The motion was passed unanimously.
5. **Approval of the Quality Assurance and Performance Improvement Policy:**  
  
HIM Manager LaPlant stated that the Quality Assurance and Performance Improvement Policy defines the scope, roles, responsibilities and meeting structure of the QAPI program.  
  
GRASCHBERGER/HUXFORD moved to approve the Quality Assurance and Performance Improvement policy.  
The motion was passed unanimously.

**6. Approval of the Sentinel Event Management Policy.**

HIM Manager LaPlant stated that the Sentinel Event Management Policy defines what a sentinel event is, how to do the root cause analysis and the reporting structure.

ANDREWS/LAUNDRIE moved to approve the Sentinel Event Management policy.  
The motion was passed unanimously.

**7. Executive Director's Report:**

Executive Director Pritzl presented and handed a written report to the board (attached).

LAUNDRIE/ANDREWS moved to receive and place on file.  
Motion was carried unanimously.

**8. Financial Report:**

A financial report was submitted with the board packet agenda. Executive Director Pritzl stated that our Finance Manager has resigned and they have a transition plan in place.

SMITS/HUXFORD moved to receive and place on file.  
Motion was carried unanimously.

**9. Statistical Reports:**

Please refer to the packet which includes this information.

**10. Approval for New Non-Continuous Vendor:**

Please refer to the packet which includes this information.

**11. Request for New Vendor Contract:**

Please refer to the packet which includes this information.

**12. Other Matters:**

Chairman Lund announced that presentations from the various Human Services units will resume at the board meetings. Smits stated that the unit updates help the board to know what the departments' needs are.

Q: Citizen Board Member Huxford asked how the proposed psychiatric center in the area would affect our Community Treatment Center hospital.

A: Director of Nursing Hermes stated that she doesn't foresee us being in competition as we serve a different clientele than they would. Our mission is to serve the individuals who aren't able to be seen at other facilities in the area.

Q: Citizen Board Member Huxford asked about an issue of a client not being admitted to the CTC due to capacity and being transferred to the ER.

A: Director of Nursing Hermes stated that it usually isn't about having the beds available but instead, it's an issue of having the psychiatrists available to see the clients.

Q: Citizen Board Member Laundrie asked what is being done with clients who are detoxing.

1c



A: Director of Nursing Hermes stated if individuals have any history of seizures or withdrawals, they need to go to a medical facility and diversion is not able to be utilized.

Q: Citizen Board Member Laundrie asked about a news broadcast she saw talking about laying off people in our department.

A: Executive Director Pritzl stated that was in reference to the transition of our clients to Family Care. Director of Community Programs Fennema stated it is a state requirement to do the press release and we did tell all affected staff ahead of time. Most of the affected staff members have secured positions with the Managed Care Organizations. Fennema stated we will have specific numbers of where employees are going when we get closer to the transition date. Pritzl also added that Channel 5 came out and interviewed our Long Term Care Manager regarding the press release.

Next Meeting: Thursday, May 14, 2015  
5:15 p.m. – Sophie Beaumont Building, Board Room A

**13. Adjourn Business Meeting:**

ANDREWS\SMITS moved to adjourn; motion passed unanimously. Chairman Lund adjourned the meeting at 5:40 p.m.

Respectfully Submitted,

Kara Navin  
Office Manager/Recording Secretary

*Brown County Human Services*

Executive Director's Report to the Human Services Board & Committee

April 9, 2015

Members of the Board/Committee:

It would seem fitting to start by expressing my gratitude for being selected as the Executive Director of Brown County Human Services, and to provide some background as an introduction to you as board members. Prior to starting this position, I was working for the University of Wisconsin-Madison as the Director of the Southern Child Welfare Training Partnership. Before being in that position I was a health and human services director in Dodge and Columbia counties for five and a half years cumulatively. My educational background includes a Masters of Science in Social Work from UW-Madison, and a Bachelors of Social Work from UW-Green Bay. I am just completing my Masters of Business Administration from Lakeland College, and will graduate in May.

I am only in my first two weeks here, and I have been immersed in learning about the programs, resources and people within the department, and in the community. I have spent time at the Community Treatment Center becoming familiar with the operations at the facility. The interim administrator, Jordon Bruce from Aparia Consulting, has been doing a very good job at working through the issues identified in the recent surveys, including implementation of the plan of correction. In addition to the surveys, other changes have been made to the staffing plan to smooth out operational issues, and provide better continuity of service and care. The recruitment has started for the administrator position, as the consulting arrangement is short term.

The roll out planning for Family Care continues, and the long term care staff members have been continuing to provide services to people before the transition. Staffing for this has been a challenge as we focus on the needs of the people receiving services, while working with staff who are making transitions in their careers.

Another area that has received attention in the past week has been in our financial area. As the closeout for 2014 was completed, an adjustment was needed to balance the budget which will result in an anticipated transfer of just over \$2.1 Million from existing fund balances. One of the areas involved in this was the Community Treatment Center, and Bay Haven (Community Based Residential Facility) in particular due to a lower than expected census. Other areas included changes in the State of Wisconsin Managed Care Reimbursement (WIMCR) calculation, higher than expected placement costs in the adult behavioral health area, higher than expected placements for children, and lower than expected revenues in child care eligibility and certification claiming in income maintenance.

Finally, I want to thank Nancy Fennema for providing leadership as the interim Executive Director. Nancy has proven invaluable as I make the transition into the position by providing information, and sharing her knowledge of the department. She has been a welcoming presence over the past two weeks, as have so many staff members.

Respectfully Submitted By:



Erik Pritzl  
Executive Director

## **NPC Monthly Report**

1. **Patient Care Issues-** There has not been any concerns identified.
2. **Contracted Services Issues-** Continuing to progress towards purchase of Omnicell (automated dispensing machine). In discussion with Greenfield regarding OT (Occupational Therapy) services needs for the hospital.
3. **Summary of patient complaints-** There was on complaint from a BH client regarding services received from her SW. There was one complaint from a NPC client upset that he could not use his cell phone to email. These complaints are being investigated and are tracked and trended through the QAPI committee.
4. **Federal/State Regulatory Concerns-** Auditing continues to be completed to monitor progress with our accepted state plan of correction. Working on the Federal plan of correction currently. Anticipate a follow up Federal survey in May.
5. **Approval of Medical Staff appointments-** Nothing to report at this time.
6. **Other Business-** Nothing to report at this time.

Prepared by Michelle Hermes RN, BSN, DON

**PROCEEDINGS OF THE BROWN COUNTY**  
**VETERANS' RECOGNITION SUBCOMMITTEE**

Pursuant to Section 19.84, Wis. Stats., a regular meeting of the **Brown County Veterans' Recognition Subcommittee** was held on Tuesday, March 17, 2015 at 5:00 p.m., in Room 201 of the Northern Building, 305 E. Walnut Street, Green Bay, Wisconsin.

---

**PRESENT:** Chair Erickson, Ed Koslowski, Carl Soderberg, Delores Pierce, Duane Pierce, Jim Haskins, Ken Corry, Tracy Rosinski, Jerry Polus, Joe Witkowski, Lynn Geiser  
**EXCUSED:** Rosemary Desisles

---

**\*\*Running Total of Veterans' Certificates: 1684**

**1. Call Meeting to Order.**

The meeting was called to order by Chair Bernie Erickson at 5:00 p.m.

**2. Invocation.**

**3. Approve/Modify Agenda.**

**Motion made by Jim Haskins, seconded by Delores Pierce to approve. Vote taken. MOTION CARRIED UNANIMOUSLY**

**4. Approve or Modify Minutes of February 17, 2015.**

**Motion made by Duane Pierce, seconded by Delores Pierce to approve. Vote taken. MOTION CARRIED UNANIMOUSLY**

**5. Possible discussion/review regarding Veterans Appreciation Day at the Brown County Fair in preparation for 2015.**

Jim Haskins reported that he had attended the last Fair Board meeting and the Fair Board is working on finding a covered stage to rent. Erickson asked how the covered stage would be paid for and Haskins responded that this Subcommittee would have to bear the cost. Haskins indicated that Steve Corrigan, also of the Fair Board, would be providing names of places a stage could be rented from.

Tracy Rosinski indicated that Krolls Restaurant on Ridge Road has a covered stage in their parking lot on Packer game days and suggested that someone reach out to them to see if it could be borrowed for the Fair event. Erickson also felt it would be worth a shot to ask Jerry Watson of Stadium View if he had a covered stage that could be borrowed.

Jerry Polus indicated that he has not heard from the Air Force band yet as to their availability for the Fair. Erickson felt that if there was no response from the Air Force band by the next meeting, we should probably start to look for an alternative. Ed Koslowski offered to check the availability of the band that performed last year.

Koslowski asked if the Fair was guaranteeing the same size tent that was used at last year's event and Haskins responded that his understanding was that they are. Haskins also indicated that he had advised the Fair Board that the tent size and location were good last year.

**6. Report from Louise Dahlke of the Fair Board.**

*Louise Dahlke was not in attendance at the meeting; no report.*

**7. Discussion re: Covered stage.**

*See discussion on this item at Item 5 above.*

1d

8. **Discussion re: Recognition item for female veterans.**

A discussion was held regarding recognition items for the female veterans who attend the Fair event. A manicure set was discussed and Tracy Rosinski indicated that if this was the chosen item, Heartland would be able to order them. Haskins recalled that at one time there was also discussion regarding handing out roses and he thought this was a nice idea. Erickson was concerned with ordering too many roses or manicure sets or not having enough and suggested a certificate instead, similar to what was done last year. Rosinski also suggested distributing ribbons. A decision will be made as to a recognition item at a later date.

Koslowski stated that when the Vietnam vets were honored several years ago, about 230 coins were handed out. A discussion ensued as to the percentage of females in the military and Polus indicated he felt it was around 10% at the most. It was also suggested that the Subcommittee ask one of the local florist if they would consider donating flowers for the event.

Rosinski shared a quote by Maya Angelou that she heard recently, "How important it is for us to recognize and celebrate our heroes & she-roes". A copy of this is attached.

Koslowski also brought up the time line for tickets and posters and indicated that the tickets and posters should be ready by the end of June so the various groups can distribute them at their July meetings. Polus indicated that the posters are printed in-house and can be done very quickly once all of the information is finalized and he should be able to have a draft of the poster available at the June meeting.

9. **Possible discussion regarding honoring female veterans at Veterans Appreciation Day at the Brown County Fair.**

*This Item was discussed at Item 8 above.*

10. **Report from Committee Members Present (Erickson, Desisles, Haskins, Koslowski, Pierce, Rosinski & Witkowski).**

-Erickson did not have anything to report.

-Haskins indicated that he had recently eaten at I-Hop and he reminded the Subcommittee that I-Hop offers a 20% discount to veterans every day.

-Ed Koslowski indicated that he had talked to the second in charge at the VFW where the Veterans Day breakfast is held. He reported that the VFW has some concerns with regard to donations because they are asking for donations at some of the same businesses that this Subcommittee receives donations from. Koslowski indicated that he will talk to Rosemary Desisles about this since she has the list of businesses for the donations. He also suggested that this Subcommittee should strengthen the level of cooperation with the VFW by having a member or two attend the meetings at the VFW, similar to how they attend Fair Board meetings, so that both groups are aware of what the other is doing and everyone is on the same page. Koslowski also felt that providing the VFW with a list of the businesses that donate to this Subcommittee would be helpful so the VFW knows not to contact those businesses.

Erickson suggested that the Subcommittee go through the list of past donors and see if those donors could be utilized for donations for the Fair rather than the Veterans Day event as that would allow the VFW to contact them for the Veterans Day event for prizes to raffle off. Koslowski stated that last year this Subcommittee received 148 items with a value of about \$1,500 for the Veterans Day event by contacting business on the donation list.

Koslowski also shared a picture that was in the *Green Bay Press Gazette* from the Hoops For Troops event held recently at Bay Port High School.

-Pierce reported that he had recently attended a fundraising luncheon put on by Legion Post 539 for Denise Rohan who is running for National American Legion Commander. Rohan would be the first female to hold this position. Pierce said the fundraiser was well attended and he let the people at the fundraiser know that this year's Fair event will be honoring female veterans.

Id

Pierce concluded by presenting Joe Witkowski with a certificate of appreciation for his help at the recent Hope 4 Vets event.

-Rosinski reported that Heartland will be bringing author Debra Grassman to the area during the first week of June. She will keep this Subcommittee updated with regard to details as they develop.

-Witkowski talked about the Hope 4 Vets event that was recently held. He told about a man he met who was sitting alone that he struck up conversation with. He also commented that he enjoyed the music at the event.

Witkowski also reported that he had read an article in the paper recently that said the Army Band will be performing at the Weidner Center on March 21. Advance tickets are necessary, but there is no cost for tickets.

#### 11. **Report from CVSO Jerry Polus.**

CVSO Jerry Polus reported that he recently had a meeting with Amber Nikolai, a veteran who is also the Public Relations Director for the Veterans Home in King. Nikolai brought in a poster that Polus shared with the Subcommittee regarding the 2015 open house at the home in King. The event will be held on May 17, 2015 from 10:00 am – 3:00 pm. The event will include entertainment by the Charlie Justmann Band, free rides on the “Chief Waupaca”, gift and craft shop, bake sale, food stands, coffee shop and bar, old car show, vintage military and vehicle display, mini golf, face painting along with tours and information provided by veterans service organizations and other agencies, health screenings and a meet and greet with executive directors. See attached poster for greater details.

Polus also stated that he needs to order more tee shirts for the company store. He would like to order 24 white tees with the logo at a cost of \$200 - \$250. He noted that as shirts are sold, the proceeds of the sales go right back into the Subcommittee's account.

**Motion made by Jim Haskins, seconded by Duane Pierce to order 24 white tee shirts with logo at a cost not to exceed \$250. Vote taken. MOTION CARRIED UNANIMOUSLY**

Polus also stated that in reviewing the Vietnam Vets newsletter, he found a number of different events going on in the next several months including a Lee Greenwood concert at Voyager Park. Duane Pierce confirmed this and also indicated that there will be a B25 flyover along with the Greenwood concert.

Polus concluded that Bonnie will be returning back to the office from medical leave soon but she is retiring in September. He is looking forward to having his office fully staffed again.

Witkowski commented on the event Polus spoke about at the Veterans Home in King, and indicated that 50 years ago he used to drive a jeep, and the same jeep is now on display at the event in King and is classified as an antique which he finds disheartening!

#### 12. **Comments from Carl Soderburg.**

Carl Soderberg reported that Don Kempfer of Chilton was selected as Chilton's Volunteer of the Year for all of his work on the Veterans Memorial.

Soderberg also indicated that congressional hearings with regard to the Tomah VA facility are scheduled to begin on March 30. He is aware of at least a half dozen people who wish to testify, however, he does not know how likely that is since the Congressman is not on the Military Affairs Committee.

Erickson asked Soderberg if he had any information as to increased staffing at the local VA Clinic. Soderberg responded that he was not aware of any changes proposed for staffing. He continued that he has been asked several times if there is any chance of regionalizing or localizing VA medical facility controls. One of the biggest problems is that they are all under a nationwide system where the rules apply to every VA facility whether they are appropriate or not and it is a “one size fits all” type of approach but he urged anyone who has any ideas or thoughts to let him know.

ld

Soderburg continued that one of the problems with attracting doctors is the VA's pay scale which has resulted in a shortage of physicians and psychiatric professionals in the area. Witkowski asked if the pay scale was the same nationwide and Soderberg responded that the VA's wages border on non-competitive in this area and that is the biggest obstacle.

**13. Discussion and possible action re: Adding Lynn Geiser to the subcommittee.**

Duane Pierce stated that he has worked with Lynn Geiser for a few months and he felt that she would be an asset to this Subcommittee.

**Motion made by Joe Witkowski, seconded by Jim Haskins to add Lynn Geiser to the Veterans Recognition Subcommittee. Vote taken. MOTION CARRIED UNANIMOUSLY**

Geiser thanked the Subcommittee for adding her to the group. She reported that the Cpl. Justin Ross Memorial Trail moonlight walk will be held this Saturday from 7:30 – 9:00 pm at the Mill Center Park, Spencers Road, Howard, Wisconsin.

At this time Polus introduced Ken Corry to the Subcommittee. Corry is currently serving as an intern in the Veterans Services Office on a work-study program. Corry stated that he is working on creating a community calendar as well as updating the website and fixing broken links. He has also added a number of photos to the website and he will continue working on the site to make it a centralized location where vets can go to stay updated on area events.

Corry thanked Polus for bringing him on board and Polus indicated that Corry has done a great job so far. Corry stated that he will be working on his master's degree this summer and he hopes to stay on as long as possible. He also indicated that the calendar is a work in progress and he will leave standard operating procedures on how to maintain the calendar when he leaves so veterans can stay connected. Corry mentioned some of the other things he has done for veterans such as creating a veterans lounge on the UWGB campus as well as at NWTC.

Erickson suggested that Corry contact him when the website is where Corry wants it to have some news media coverage to make vets aware. Corry also indicated that he may have a media contact. Corry concluded by indicating there will be a veteran's breakfast on March 28 at Nicolet Restaurant in De Pere at 9:00 am. This is simply a social breakfast to get together to visit and hang out and share stories and make new connections.

Polus reported that the CVSO in Kewaunee County, Joe Aulik, has recently accepted a position as CVSO in Winnebago County to replace CVSO Bob Stone who will be retiring in April. The vacancy in Kewaunee County will be announced in the next few weeks and Polus indicated Kewaunee would be a good small county to work in if anyone is interested or knows anyone who may be interested.

**14. Presentation by Joe Witkowski – Singing of Fifth Verse of Star Spangled Banner.**

Witkowski passed out snacks and then sang the Fifth Verse of the Star Spangled Banner which was followed by a round of applause.

**15. Such Other Matters as Authorized by Law.**

*None.*

**16. Adjourn.**

**Motion made by Jim Haskins, seconded by Duane Pierce to adjourn at 5:56 p.m. Vote taken. MOTION CARRIED UNANIMOUSLY**

Respectfully submitted,

Therese Giannunzio  
Recording Secretary

*ld*



**BROWN COUNTY  
BOARD OF SUPERVISORS  
COURT HOUSE  
GREEN BAY, WISCONSIN**

BROWN COUNTY BOARD OF SUPERVISORS

Meeting Date:

4/15/15

Agenda No. :

Motion from the Floor

As part of the Class & Compensation ~~Review~~ <sup>Task</sup> Committee ~~will~~ hold a  
I make the following motion: ~~discussion~~ <sup>discussion</sup>

on the philosophy of how this compensation ~~will~~ <sup>plan would</sup> be implemented,  
~~specifically~~ including:

- What will we do to address those salaries below the 1<sup>st</sup> quintile?
- What will we do to " " " above 5<sup>th</sup> quintile?
- What is our end goal for all positions? (for example 100% of market? 2% below or above market?)
- At what level will we bring new employees in?
- How will employees move within a salary range?

Signed:

Daniel Robinson

District No.:

19

(Please deliver to the County Clerk after the motion is made for recording into the minutes.)





**BROWN COUNTY  
BOARD OF SUPERVISORS  
COURT HOUSE  
GREEN BAY, WISCONSIN**

**BROWN COUNTY BOARD OF SUPERVISORS**

Meeting Date: April 15, 2015  
Agenda No. : Communication

ALL  
STANDING  
Committee

Motion from the Floor

I make the following motion:

I am requesting that  
Human Resource Dept provide each standing  
committee statistical information <sup>as to</sup> what the  
County employee turnover rate is by department  
and the corresponding reasons for turnover

Signed: [Signature]

District No.: 8

(Please deliver to the County Clerk after the motion is made for recording into the minutes.)

April 15, 2015

TO THE HONORABLE CHAIRMAN AND MEMBERS  
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies & Gentlemen:

**RESOLUTION REGARDING**  
**BROWN COUNTY CLASSIFICATION SALARY RANGE**

WHEREAS, Sections 4.45 through 4.48 of the Brown County Code provide for a classification and compensation plan for Brown County employees; and

WHEREAS, the current classification and compensation plan was implemented in 2001. In 2002, the step increases in the plan were frozen; and

WHEREAS, since the implementation of the plan, there have been differences in annual adjustments between represented positions and non-represented positions, creating compensation inequities and compression issues; and

WHEREAS, Human Resources completed a comparison of all county positions with market and/or other comparable county positions ensuring internal and external equity; and

WHEREAS, Human Resources has reviewed the job duties of all positions and placed them into specific classification specifications; and

WHEREAS, as an initial step to pay market rate, Human Resources recommends adopting the attached Brown County Classification Salary Range.

NOW, THEREFORE, BE IT RESOLVED, by the Brown County Board of Supervisors that the attached Brown County Classification Salary Range be approved effective May 1, 2015.

BE IT FURTHER RESOLVED that the current department budget will not be affected by the adoption of this resolution.

Respectfully submitted,

EXECUTIVE COMMITTEE

*FISCAL NOTE: This resolution does not require an appropriation from the General Fund. This resolution changes the County's wage compensation plan from steps to a salary range.*

Approved By:

\_\_\_\_\_  
TROY STRECKENBACH  
COUNTY EXECUTIVE

Date Signed: \_\_\_\_\_

Submitted by Human Resources

Approved as to form by Corporation Counsel

BOARD OF SUPERVISORS ROLL CALL # \_\_\_\_\_

Motion made by Supervisor \_\_\_\_\_

Seconded by Supervisor \_\_\_\_\_

SUPERVISORS	DIST. #	AYES	NAYS	ABSTAIN	EXCUSED
SIEBER	1				
DE WANE	2				
NICHOLSON	3				
HOYER	4				
GRUSZYNSKI	5				
HAEFS	6				
ERICKSON	7				
ZIMA	8				
EVANS	9				
KAYE	10				
BUCKLEY	11				
LANDWEHR	12				
DANTINNE, JR	13				

SUPERVISORS	DIST. #	AYES	NAYS	ABSTAIN	EXCUSED
LA VIOLETTE	14				
KATERS	15				
KASTER	16				
VAN DYCK	17				
JAMIR	18				
ROBINSON	19				
CLANCY	20				
CAMPBELL.	21				
MOYNIHAN, JR.	22				
STEFFEN	23				
SCHADEWALD	24				
LUND	25				
FEWELL	26				

Total Votes Cast \_\_\_\_\_

Motion:      Adopted \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_

**BROWN COUNTY CLASSIFICATION SALARY RANGE**  
**2015 SALARY RANGES**

**NOT FOR DISTRIBUTION - PRELIMINARY WORK PRODUCT**

Pay Grade	Job Title	Annual			Hourly		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
	<b>BENCHMARK POSITIONS</b>						
1	OPEN	\$90,125	\$112,656	\$135,187	\$43.33	\$54.16	\$64.99
2	Corporation Counsel Director of Administration Director of Human Services	\$83,816	\$104,770	\$125,724	\$40.30	\$50.37	\$60.44
3	Airport Director Chief Information Officer Director of Port and Resource Recovery Director of Public Works	\$77,949	\$97,436	\$116,923	\$37.48	\$46.84	\$56.21
4	Advanced Practice Nurse Prescriber Director of NEW Zoo and Parks Human Resources Manager Human Services Administrator	\$72,492	\$90,616	\$108,739	\$34.85	\$43.57	\$52.28
5	Court Commissioner Deputy Assistant Corporation Counsel Director of Nursing (Hospital) Director of Public Safety Communications Engineering Services Manager Finance Manager Planning Director Psychologist	\$67,418	\$84,272	\$101,127	\$32.41	\$40.52	\$48.62
6	Director of Public Health Director, Child Support Program Highway Operations Manager	\$62,699	\$78,373	\$94,048	\$30.14	\$37.68	\$45.22
7	Assistant Corporation Counsel Change Management Facilitator Chief Medical Examiner Financial Supervisor Network Architect Nursing Supervisor Public Health Supervisor Senior Civil Engineer	\$58,310	\$72,887	\$87,465	\$28.03	\$35.04	\$42.05
8	Applications Supervisor Assistant Director of Public Safety Communications Building Services Superintendent Clinical Therapist County Conservationist Emergency Management Coordinator Environmental Health & Lab Supervisor Fleet Superintendent Golf Course Superintendent Human Services Manager Museum Director Operations Manager	\$54,228	\$67,785	\$81,342	\$26.07	\$32.59	\$39.11
9	Animals Curator Civil Engineer Economic Services Support Coordinator Environmental Health Sanitarian Highway Operations Superintendent Human Services Supervisor Project Manager Public Health Nurse Register in Probate Registered Nurse Risk Specialist Senior Financial Analyst Senior Planner Veteran's Services Officer	\$50,432	\$63,040	\$75,648	\$24.25	\$30.31	\$36.37

5

**BROWN COUNTY CLASSIFICATION SALARY RANGE**  
**2015 SALARY RANGES**

**NOT FOR DISTRIBUTION - PRELIMINARY WORK PRODUCT**

Pay Grade	Job Title	Annual			Hourly		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
BENCHMARK POSITIONS							
10	Benefits & Payroll Coordinator	\$46,902	\$58,627	\$70,353	\$22.55	\$28.19	\$33.82
	Business Development Analyst						
	Community Health Educator						
	Electrician (Master)						
	Financial Analyst						
	Internal Auditor						
	Operations and Maintenance Supervisor						
Purchasing Specialist							
11	Building Services Supervisor	\$43,619	\$54,523	\$65,428	\$20.97	\$26.21	\$31.46
	Child Support Supervisor						
	Clinical Lab Services Supervisor						
	Corrections Corporal						
	Economic Support Supervisor						
	Health Information Services Coordinator						
	Senior Human Resource Generalist						
	Nutritional Services Coordinator						
	Operations Supervisor						
	Planner						
Property Lister							
Shelter Care Supervisor							
12	Chief Deputy Clerk	\$40,565	\$50,707	\$60,848	\$19.50	\$24.38	\$29.25
	Conservation Specialist						
	Education Specialist						
	Electrician (Journey)						
	Engineering Technician						
	GIS Specialist						
	Land Use Specialist						
	Maintenance Service Mechanic II						
	Medical Technologist						
	Museum Specialist						
	Programmer						
	Radio Communications Specialist						
	Recreation Therapist						
	Resource Recovery Specialist						
	Social Worker						
	Substance Abuse Counselor						
	Systems Specialist						
Victim/Witness Coordinator							
13	Airport Operations Officer	\$37,726	\$47,157	\$56,589	\$18.14	\$22.67	\$27.21
	Correctional Officer						
	Court Reporter						
	Data Telecommunications Specialist						
	GIS & Database Analyst						
	Human Resources Generalist						
	Law Clerk						
	Maintenance Service Mechanic I						
	Mechanic						
	Media Technician						
	Network Support Specialist						
	Paralegal						
	Park Services Specialist						
	Property Listing Specialist						
	Telecommunications Operator II						
Zookeeper							
14	Administrative Assistant II	\$35,085	\$43,856	\$52,628	\$16.87	\$21.08	\$25.30
	Certified Occupational Therapist Assistant						
	Department Assistant						
	Emergency Management Specialist						
	Food Service Supervisor						
	Guest Services Coordinator						
	Heavy Equipment Operator						
	Lab Technician						
	Legal Assistant						

5

**BROWN COUNTY CLASSIFICATION SALARY RANGE**  
**2015 SALARY RANGES**

**NOT FOR DISTRIBUTION - PRELIMINARY WORK PRODUCT**

Pay Grade	Job Title	Annual			Hourly		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
	<b>BENCHMARK POSITIONS</b>						
	Licensed Practical Nurse						
	Network Support Clerk						
	Payroll Specialist						
	Registered Health Information Tech (RHIT)						
	Telecommunications Operator I						
15	Child Support Specialist Operations Assistant Victim/Witness Program Assistant	\$32,629	\$40,786	\$48,944	\$15.69	\$19.61	\$23.53
16	Account Clerk Deputy Medical Examiner Economic Support Specialist Fraud Investigator Aide Maintenance Services Associate	\$30,345	\$37,931	\$45,518	\$14.59	\$18.24	\$21.88
17	Administrative Assistant I Human Services Support Specialist Youth Care Worker	\$28,221	\$35,276	\$42,331	\$13.57	\$16.96	\$20.35
18	Open	\$26,245	\$32,807	\$39,368	\$12.62	\$15.77	\$18.93
19	Certified Nursing Assistant Cook	\$24,408	\$30,510	\$36,612	\$11.73	\$14.67	\$17.60
20	Administrative Clerk Assistant Zookeeper Building Services Associate	\$22,700	\$28,375	\$34,050	\$10.91	\$13.64	\$16.37
21	OPEN	\$21,111	\$26,388	\$31,666	\$10.15	\$12.69	\$15.22
22	Bailiff Food Service Associate	\$19,633	\$24,541	\$29,449	\$9.44	\$11.80	\$14.16
23	Husbandry Assistant	\$18,259	\$22,823	\$27,388	\$8.78	\$10.97	\$13.17
24	Guest Services Associate	\$16,981	\$21,226	\$25,471	\$8.16	\$10.20	\$12.25

Minimum and maximum values are calculated +/- 20% around midpoint  
Progression between midpoints 7% .

5

HUMAN RESOURCES DEPARTMENT

Brown County

305 E. WALNUT STREET  
P.O. BOX 23600  
GREEN BAY, WI 54305-3600



WARREN P. KRAFT

PHONE (920) 448-4071 FAX (920) 448-6277 WEB: [www.co.brown.wi.us](http://www.co.brown.wi.us)

DIRECTOR

**RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD**

**DATE:** 03/31/15  
**REQUEST TO:** Executive Committee  
**MEETING DATE:** 04/06/15  
**REQUEST FROM:** Warren Kraft  
Human Resources Director

**REQUEST TYPE:** ☒ New resolution ☐ Revision to resolution  
☐ New ordinance ☐ Revision to ordinance

**TITLE:** Resolution Regarding Brown County Classification Salary Range

**ISSUE/BACKGROUND INFORMATION:**

An extensive study took place comparing all county positions with market and/or other comparable county positions ensuring internal and external equity. As a result of this study, all positions were placed into specific classification specifications and the Brown County Classification Salary Range was determined.

**ACTION REQUESTED:**

Approval of the Brown County Classification Salary Range as an initial step to pay market rate.

**FISCAL IMPACT:**

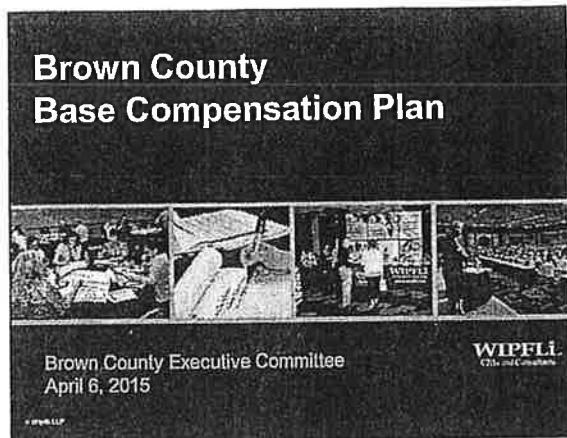
**NOTE:** This fiscal impact portion is initially completed by requestor, but verified by the DOA and updated if necessary.

1. Is there a fiscal impact? ☐ Yes ☒ No
  - a. If yes, what is the amount of the impact?
  - b. If part of a bigger project, what is the total amount of the project? \$ \_\_\_\_\_
  - c. Is it currently budgeted? ☐ Yes ☐ No
    1. If yes, in which account?
    2. If no, how will the impact be funded?

☒ **COPY OF RESOLUTION OR ORDINANCE IS ATTACHED**

5





---

---

---

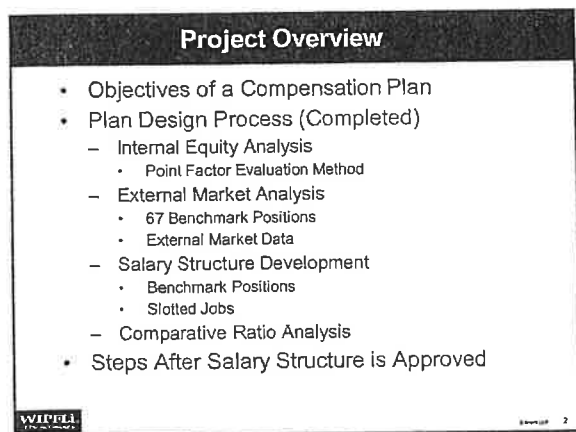
---

---

---

---

---



---

---

---

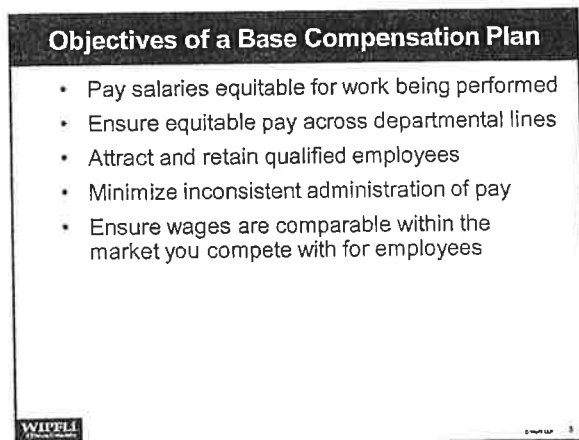
---

---

---

---

---



---

---

---

---

---

---

---

---



**Process**

- Created a County Project Team (Brown County)
- Created Classification Specifications (Project Team)
- Performed an internal equity analysis (Project Team)
- Conducted an external market analysis (Wipfli)
- Designed a salary structure (Wipfli)
- Conducted a comparative ratio analysis (Wipfli)

WIPFLI

---

---

---

---

---

---

---

---

**Created Classification Specifications (Class Specs)**

- Position Description Questionnaires submitted by departments specifying actual duties
- Like positions lumped into same Class Spec
- A point factor evaluation system was applied to each Class Spec which determined internal equity points
- Factors used:
  - **Skills** – education and experience
  - **Responsibilities** – scope/level, leadership/administrative, public/customer relations, budget impact, and complexity/impact
  - **Effort** – physical exertion/environmental hazards

WIPFLI

---

---

---

---

---

---

---

---

**Internal Equity Analysis**

- Conducted an internal equity analysis to determine the relative value of each position to other positions within the County on the basis of compensable factors.
- The internal equity analysis was conducted by the County Project Team for all positions, then reviewed by Wipfli.
- The result of the analysis was a ranking of the Class Specs starting from the position with the top number of points to the position with the bottom number of points.

WIPFLI

---

---

---

---

---

---

---

---

### External Market Analysis

- An external market analysis determined the market value of each Class Spec by comparing it to published compensation survey data and wage data for comparable counties. (Outagamie, Winnebago and Racine)
- For each benchmark Class Spec, a midpoint was calculated using this survey and other county wage data.
- Used the functions of the Class Spec to match the survey data, not job title.

WIPFLI  
The Professionals

BROWN CO. 7

---

---

---

---

---

---

---

---

### External Market Sample

WIPFLI  
The Professionals

BROWN CO.

BROWN COUNTY  
Wages, Over 100,000, Single, 100,000

Job Title	Job Description	Job Grade	Job Family	Job Level	Job Class	Job Spec	Job Title	Job Description	Job Grade	Job Family	Job Level	Job Class	Job Spec
...	...	...	...	...	...	...	...	...	...	...	...	...	...

Data is from the 2010 Survey of Public Employees (SPE) and is based on the 2010 Survey of Public Employees (SPE) and is based on the 2010 Survey of Public Employees (SPE).

BROWN CO.

BROWN CO. 8

WIPFLI  
The Professionals

---

---

---

---

---

---

---

---

### Designing the Salary Structure

- The salary structure design was created utilizing the Internal Equity Analysis and External Market Analysis.
- Typically, the External Market Analysis will be the primary consideration for the development and placement of positions within the salary structure.
- The benchmark positions were sorted and grouped by external market value with like midpoints grouped together.

WIPFLI  
The Professionals

BROWN CO. 9

---

---

---

---

---

---

---

---

### Brown County Salary Structure

- The salary structure begins with the top paid position. Subsequent ranges are then developed on the basis of the remaining pay groups.
- Brown County has a 7% progression between midpoints of each pay grade.
- Each pay grade is 20% +/- the midpoint.
- All Class Specs were incorporated into the salary structure.
  - Benchmark positions (67 Class Specs – 969 employees)
  - Slotted positions (77 Class Specs – 309 employees)

WIPFLI

Chart 10 10

---

---

---

---

---

---

---

---

### Brown County Salary Structure

- Preliminary salary structure reviewed to determine if the pay groups made sense within the County.
- Considered the Internal Equity Analysis and made any necessary adjustments on the basis of the relative value of the positions within the County.
  - Internal equity is considered if the value of the position internally differs from the external market or if external market data is unavailable.

WIPFLI

Chart 11 11

---

---

---

---

---

---

---

---

### Comparative Ratio Analysis

This analysis allows the County to determine where current rates of employee pay fall in relationship to the newly established salary structure midpoints.

- Brown County's average compa-ratio is 102%. This is the average compa-ratio of all Brown County employees.
- Pay grades 1-11 had a compa-ratio of 98%
- Pay grades 12-23 had a compa-ratio of 103%

WIPFLI

Chart 12 12

---

---

---

---

---

---

---

---

# BROWN COUNTY CLASSIFICATION SALARY RANGE

## 2015 SALARY RANGES

Pay Grade	Job Title	Minimum	Annual	Maximum	Hourly		
			Midpoint		Minimum	Midpoint	Maximum
BENCHMARK POSITIONS							
1	OPEN	\$90,125	\$112,656	\$135,187	\$43.33	\$54.16	\$64.99
2	Corporation Counsel Director of Administration Director of Human Services	\$83,816	\$104,770	\$125,724	\$40.30	\$50.37	\$60.44
3	Airport Director Chief Information Officer Director of Port and Resource Recovery Director of Public Works	\$77,949	\$97,436	\$116,923	\$37.48	\$46.84	\$56.21
4	Advanced Practice Nurse Prescriber Director of NEW Zoo and Parks Human Resources Manager Human Services Administrator	\$72,492	\$90,616	\$108,739	\$34.85	\$43.57	\$52.28
5	Court Commissioner Deputy Assistant Corporation Counsel Director of Nursing (Hospital) Director of Public Safety Communications Engineering Services Manager Finance Manager Planning Director Psychologist	\$67,418	\$84,272	\$101,127	\$32.41	\$40.52	\$48.62
6	Director of Public Health Director, Child Support Program Highway Operations Manager	\$62,699	\$78,373	\$94,048	\$30.14	\$37.68	\$45.22
7	Assistant Corporation Counsel Change Management Facilitator Chief Medical Examiner Financial Supervisor Network Architect Nursing Supervisor Principle Planner Public Health Supervisor Senior Civil Engineer	\$58,310	\$72,887	\$87,465	\$28.03	\$35.04	\$42.05
8	Applications Supervisor Assistant Director of Public Safety Communications Building Services Superintendent Clinical Therapist County Conservationist Emergency Management Coordinator Environmental Health & Lab Supervisor Fleet Superintendent Golf Course Superintendent Human Services Manager Museum Director Operations Manager	\$54,228	\$67,785	\$81,342	\$26.07	\$32.59	\$39.11
9	Animals Curator Civil Engineer Economic Services Support Coordinator Environmental Health Sanitarian Highway Operations Superintendent Human Services Supervisor Project Manager Public Health Nurse Register in Probate Registered Nurse Risk Specialist Senior Financial Analyst Senior Planner Veteran's Services Officer	\$50,432	\$63,040	\$75,648	\$24.25	\$30.31	\$36.37

5

**BROWN COUNTY CLASSIFICATION SALARY RANGE**  
**2015 SALARY RANGES**

Pay Grade	Job Title	Annual			Hourly		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
	<b>BENCHMARK POSITIONS</b>						
10	Benefits & Payroll Coordinator Business Development Analyst Community Health Educator Electrician (Master) Financial Analyst Operations and Maintenance Supervisor Purchasing Specialist	\$46,902	\$58,627	\$70,353	\$22.55	\$28.19	\$33.82
11	Building Services Supervisor Child Support Supervisor Clinical Lab Services Supervisor Corrections Corporal Economic Support Supervisor Health Information Services Coordinator Nutritional Services Coordinator Operations Supervisor Planner Senior Human Resource Generalist Shelter Care Supervisor	\$43,619	\$54,523	\$65,428	\$20.97	\$26.21	\$31.46
12	Chief Deputy Clerk Conservation Specialist Education Specialist Electrician (Journey) Engineering Technician Maintenance Service Mechanic II Medical Technologist Museum Specialist Programmer Radio Communications Specialist Recreation Therapist Resource Recovery Specialist Social Worker Substance Abuse Counselor Systems Specialist Telecommunications Operator III Victim/Witness Coordinator	\$40,565	\$50,707	\$60,848	\$19.50	\$24.38	\$29.25
13	Airport Operations Officer Correctional Officer Court Reporter Data Telecommunications Specialist GIS & Database Analyst Human Resources Generalist Law Clerk Maintenance Service Mechanic I Mechanic Media Technician Network Support Specialist Paralegal Park Services Specialist Property Listing Specialist Telecommunications Operator II Zookeeper	\$37,726	\$47,157	\$56,589	\$18.14	\$22.67	\$27.21
14	Administrative Assistant II Certified Occupational Therapist Assistant Department Assistant Emergency Management Specialist Food Service Supervisor Guest Services Coordinator Heavy Equipment Operator Lab Technician Legal Assistant Licensed Practical Nurse Network Support Clerk Payroll Specialist Registered Health Information Tech (RHIT) Telecommunications Operator I	\$35,085	\$43,856	\$52,628	\$16.87	\$21.08	\$25.30
15	Land Support Specialist	\$32,629	\$40,786	\$48,944	\$15.69	\$19.61	\$23.53

**BROWN COUNTY CLASSIFICATION SALARY RANGE**  
**2015 SALARY RANGES**

Pay Grade	Job Title	Minimum	Annual	Maximum	Minimum	Hourly	Maximum
			Midpoint			Midpoint	
	BENCHMARK POSITIONS						
	Operations Assistant						
	Victim/Witness Program Assistant						
16	Account Clerk	\$30,345	\$37,931	\$45,518	\$14.59	\$18.24	\$21.88
	Deputy Medical Examiner						
	Economic Support Specialist						
	Fraud Investigator Aide						
	Maintenance Services Associate						
17	Administrative Assistant I	\$28,221	\$35,276	\$42,331	\$13.57	\$16.96	\$20.35
	Human Services Support Specialist						
	Youth Care Worker						
18	Open	\$26,245	\$32,807	\$39,368	\$12.62	\$15.77	\$18.93
19	Administrative Clerk	\$24,408	\$30,510	\$36,612	\$11.73	\$14.67	\$17.60
	Certified Nursing Assistant						
	Cook						
20	Assistant Zookeeper	\$22,700	\$28,375	\$34,050	\$10.91	\$13.64	\$16.37
	Building Services Associate						
21	OPEN	\$21,111	\$26,388	\$31,666	\$10.15	\$12.69	\$15.22
22	Bailiff	\$19,633	\$24,541	\$29,449	\$9.44	\$11.80	\$14.16
	Food Service Associate						
23	Husbandry Assistant	\$18,259	\$22,823	\$27,388	\$8.78	\$10.97	\$13.17
24	Guest Services Associate	\$16,981	\$21,226	\$25,471	\$8.16	\$10.20	\$12.25

Minimum and maximum values are calculated +/- 20% around midpoint  
Progression between midpoints 7% .

5



BROWN COUNTY  
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintile
1	BENCHMARK POSITIONS								
1	OPEN		\$46.04	\$54.16	\$64.99				
2	Corporation Counsel	Corporation Counsel	\$40.30	\$50.37	\$60.44	102%			3
	Director of Administration	Administration	\$40.30	\$50.37	\$60.44	95%			2
	Director of Human Services	Human Services	\$40.30	\$50.37	\$60.44	102%			3
3	Airport Director	Airport	\$37.48	\$46.84	\$56.21	86%			1
	Chief Information Officer	Technology Services	\$37.48	\$46.84	\$56.21	102%			3
	Director of Port and Resource Recovery	Port & Resource Recovery	\$37.48	\$46.84	\$56.21	94%			2
	Director of Public Works	Public Works	\$37.48	\$46.84	\$56.21	104%			3
4	Advanced Practice Nurse Prescriber	Human Services	\$34.85	\$43.57	\$52.28	108%			4
	Advanced Practice Nurse Prescriber	Human Services	\$34.85	\$43.57	\$52.28				
	Director of NEW Zoo and Parks	NEW Zoo & Parks	\$34.85	\$43.57	\$52.28	90%			2
	Human Resources Manager	Human Resources	\$34.85	\$43.57	\$52.28	90%			2
	Human Services Administrator	Human Services	\$34.85	\$43.57	\$52.28	94%			2
5	Court Commissioner	Circuit Courts	\$32.41	\$40.52	\$48.62	100%			3
	Court Commissioner	Circuit Courts	\$32.41	\$40.52	\$48.62	100%			3
	Court Commissioner	Circuit Courts	\$32.41	\$40.52	\$48.62	92%			2
	Court Commissioner	Circuit Courts	\$32.41	\$40.52	\$48.62	88%			1
	Deputy Assistant Corporation Counsel	Corporation Counsel	\$32.41	\$40.52	\$48.62	83%			1
	Director of Nursing & Inpatient	Human Services	\$32.41	\$40.52	\$48.62	88%			1
	Director of Public Safety Communications	Public Safety Communications	\$32.41	\$40.52	\$48.62	105%			4
	Engineering Services Manager	Public Works	\$32.41	\$40.52	\$48.62	92%			2
	Finance Manager	Administration	\$32.41	\$40.52	\$48.62	100%			3
	Planning Director	Planning	\$32.41	\$40.52	\$48.62	103%			3
	Psychologist	Human Services	\$32.41	\$40.52	\$48.62	103%			3
6	Director of Public Health	Health	\$30.14	\$37.68	\$45.22	103%			3
	Director of Child Support Program	Child Support	\$30.14	\$37.68	\$45.22	86%			1
	Highway Operations Manager	Public Works	\$30.14	\$37.68	\$45.22	99%			3
7	Assistant Corporation Counsel	Corporation Counsel	\$28.03	\$35.04	\$42.05	102%			3
	Assistant Corporation Counsel	Corporation Counsel	\$28.03	\$35.04	\$42.05	102%			3
	Assistant Corporation Counsel	Corporation Counsel	\$28.03	\$35.04	\$42.05	90%			2
	Assistant Corporation Counsel	Corporation Counsel	\$28.03	\$35.04	\$42.05	89%			1
	Assistant Corporation Counsel	Corporation Counsel	\$28.03	\$35.04	\$42.05	88%			1
	Change Management Facilitator	Human Resources	\$28.03	\$35.04	\$42.05	88%			1
	Chief Medical Examiner	Medical Examiner	\$28.03	\$35.04	\$42.05	95%			2
	Criminal Supervisor	Administration	\$28.03	\$35.04	\$42.05	105%			3
	Network Architect	Technology Services	\$28.03	\$35.04	\$42.05	97%			2
	Nursing Supervisor	Human Services	\$28.03	\$35.04	\$42.05	101%			3
	Nursing Supervisor	Human Services	\$28.03	\$35.04	\$42.05	101%			3
	Public Health Supervisor	Health	\$28.03	\$35.04	\$42.05	90%			2
	Public Health Supervisor	Health	\$28.03	\$35.04	\$42.05	101%			3
	Principal Planner	Planning	\$28.03	\$35.04	\$42.05	87%			1
	Principal Planner	Planning	\$28.03	\$35.04	\$42.05	95%			2
	Senior Civil Engineer	Public Works	\$28.03	\$35.04	\$42.05	87%			1
	Senior Civil Engineer	Public Works	\$28.03	\$35.04	\$42.05	87%			1
8	Applications Supervisor	Technology Services	\$26.07	\$32.59	\$39.11	110%			4
	Assistant Director of Public Safety Communications	Public Safety Communications	\$26.07	\$32.59	\$39.11	107%			4
	Building Services Superintendent	Public Works	\$26.07	\$32.59	\$39.11	107%			4
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	86%			1
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	86%			1
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	89%			2
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	85%			1
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	85%			1
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	92%			2
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	85%			1
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	100%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	85%			1
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services							

5



BROWN COUNTY  
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

Pay Range							Job Title	Dept	MIn	MId Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintile
HEADING POSITIONS															
	Emergency Management Coordinator	Public Safety Communications	\$26.07	\$32.59	\$39.11	89%									2
	Environmental Health & Lab Supervisor	Health	\$26.07	\$32.59	\$39.11	98%									3
	Fleet Superintendent	Public Works	\$26.07	\$32.59	\$39.11										
	Golf Course Superintendent	Golf Course	\$26.07	\$32.59	\$39.11	99%									3
	Human Services Manager	Human Services	\$26.07	\$32.59	\$39.11	105%									4
	Human Services Manager	Human Services	\$26.07	\$32.59	\$39.11	104%									3
	Human Services Manager	Human Services	\$26.07	\$32.59	\$39.11	113%									4
	Human Services Manager	Human Services	\$26.07	\$32.59	\$39.11	105%									4
	Museum Director	Museum	\$26.07	\$32.59	\$39.11	105%									4
	Operations Manager	NEW Zoo & Parks	\$26.07	\$32.59	\$39.11	105%									4
	Operations Manager	Port & Resource Recovery	\$26.07	\$32.59	\$39.11	99%									3
	Operations Manager	Airport	\$26.07	\$32.59	\$39.11	104%									3
9	Animals Curator	NEW Zoo & Parks	\$24.25	\$30.31	\$36.37	84%									1
	Civil Engineer	Public Works	\$24.25	\$30.31	\$36.37	79%	below minimum	\$676							0
	Civil Engineer	Land and Water Con	\$24.25	\$30.31	\$36.37	81%									1
	Civil Engineer	Land and Water Con	\$24.25	\$30.31	\$36.37	81%									1
	Civil Engineer	Land and Water Con	\$24.25	\$30.31	\$36.37	98%									3
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37	100%									3
	Human Services Manager	Health	\$24.25	\$30.31	\$36.37	99%									3
	Human Services Manager	Health	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Health	\$24.25	\$30.31	\$36.37	99%									3
	Human Services Manager	Health	\$24.25	\$30.31	\$36.37	98%									3
	Human Services Manager	Health	\$24.25	\$30.31	\$36.37	98%									3
	Human Services Manager	Health	\$24.25	\$30.31	\$36.37	98%									3
	Human Services Manager	Health	\$24.25	\$30.31	\$36.37	107%									4
	Highway Operations Superintendent	Public Works	\$24.25	\$30.31	\$36.37	107%									4
	Highway Operations Superintendent	Public Works	\$24.25	\$30.31	\$36.37	107%									4
	Highway Operations Superintendent	Public Works	\$24.25	\$30.31	\$36.37	107%									4
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37	110%									4
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37	109%									4
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37	110%									4
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37	100%									3
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37	100%									3
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37	101%									3
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37	101%									3
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37	104%									3
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Project Manager	Technology Services	\$24.25	\$30.31	\$36.37	126%	at or above maximum								6
	Project Manager	Technology Services	\$24.25	\$30.31	\$36.37	105%									3
	Project Manager	Technology Services	\$24.25	\$30.31	\$36.37										
	Project Manager	Administration	\$24.25	\$30.31	\$36.37	102%									
	Public Health Nurse	Health	\$24.25	\$30.31	\$36.37	101%									3
	Public Health Nurse	Health	\$24.25	\$30.31	\$36.37	101%									3
	Public Health Nurse	Health	\$24.25	\$30.31	\$36.37	101%									3
	Public Health Nurse	Health	\$24.25	\$30.31	\$36.37	101%									3
	Public Health Nurse	Health	\$24.25	\$30.31	\$36.37	101%									3
	Public Health Nurse	Health	\$24.25	\$30.31	\$36.37	100%									3
	Public Health Nurse	Health	\$24.25	\$30.31	\$36.37	100%									3
	Public Health Nurse	Health	\$24.25	\$30.31	\$36.37	100%									3
	Public Health Nurse	Health	\$24.25	\$30.31	\$36.37	100%									3
	Public Health Nurse	Health	\$24.25	\$30.31	\$36.37	100%									3
	Public Health Nurse	Health	\$24.25	\$30.31	\$36.37	99%									3
	Public Health Nurse	Health	\$24.25	\$30.31	\$36.37	100%									3
	Public Health Nurse	Health	\$24.25	\$30.31	\$36.37	100%									3
	Register in Probate	Circuit Courts	\$24.25	\$30.31	\$36.37	107%									4
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37	91%									2
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37	99%									3
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37	96%									2
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37	96%									2
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37	91%									2
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37	85%									1
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37	96%									2
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37	96%									2
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37	84%									1
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37	85%									1
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37	85%									1
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37	91%									2
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37	91%									2
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37	88%									1
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37	85%									1
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37	91%									2
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37	91%									2
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.37										
	Human Services Manager	Human Services	\$24.25	\$30.31	\$36.3										



**BROWN COUNTY**

2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (2.13.2015)

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio	Comment	Impact of Financial Adjustment	Quintile
	<b>BENCHMARK POSITIONS</b>								
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	96%			
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	96%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	113%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	113%			5
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	112%			5
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	113%			4
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	112%			5
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	113%			4
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	112%			5
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	113%			4
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	112%			5
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	113%			4
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	112%			5
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	113%			4
	Risk Specialist	Human Services	\$24.25	\$30.31	\$36.37	113%			5
	Senior Financial Analyst	Administration	\$24.25	\$30.31	\$36.37	117%	approaching maximum		5
	Senior Financial Analyst	Administration	\$24.25	\$30.31	\$36.37	93%			2
	Senior Financial Analyst	Administration	\$24.25	\$30.31	\$36.37	103%			3
	Senior Financial Analyst	Administration	\$24.25	\$30.31	\$36.37	98%			3
	Senior Financial Analyst	Administration	\$24.25	\$30.31	\$36.37	98%			3
	Senior Financial Analyst	Administration	\$24.25	\$30.31	\$36.37	98%			3
	Senior Financial Analyst	Board Office	\$24.25	\$30.31	\$36.37	104%			3
	Senior Planner	Public Works	\$24.25	\$30.31	\$36.37	111%			4
	Senior Planner	Planning	\$24.25	\$30.31	\$36.37	104%			3
	Senior Planner	Planning	\$24.25	\$30.31	\$36.37	101%			3
	Senior Planner	Planning	\$24.25	\$30.31	\$36.37	96%			2
	Senior Planner	Planning	\$24.25	\$30.31	\$36.37	89%			1
	Veterans Services Officer	Planning	\$24.25	\$30.31	\$36.37	89%			1
		Veterans Office	\$24.25	\$30.31	\$36.37	96%			2
10	Business Development Analyst	Human Resources	\$22.55	\$28.19	\$33.82	110%			
	Community Health Educator	Port & Resource Recovery	\$22.55	\$28.19	\$33.82	115%			4
	Community Health Educator	Health	\$22.55	\$28.19	\$33.82	91%			5
	Community Health Educator	Health	\$22.55	\$28.19	\$33.82	83%			2
	Community Health Educator	Health	\$22.55	\$28.19	\$33.82	81%			1
	Community Health Educator	Health	\$22.55	\$28.19	\$33.82	81%			1
	Community Health Educator	Health	\$22.55	\$28.19	\$33.82	81%			1
	Electrician (Master)	Health	\$22.55	\$28.19	\$33.82	81%			1
	Electrician (Master)	Airport	\$22.55	\$28.19	\$33.82	109%			4
	Electrician (Master)	Airport	\$22.55	\$28.19	\$33.82	107%			4
	Financial Analyst	Public Works	\$22.55	\$28.19	\$33.82	109%			4
	Financial Analyst	Administration	\$22.55	\$28.19	\$33.82	96%			2
	Financial Analyst	Treasurer Office	\$22.55	\$28.19	\$33.82	82%			1
	Financial Analyst	Administration	\$22.55	\$28.19	\$33.82	96%			2
	Financial Analyst	Administration	\$22.55	\$28.19	\$33.82	93%			2
	Financial Analyst	Clerk of Courts	\$22.55	\$28.19	\$33.82	100%			3
	Operations and Maintenance Supervisor	Human Services	\$22.55	\$28.19	\$33.82	112%			4
	Operations and Maintenance Supervisor	Airport	\$22.55	\$28.19	\$33.82	100%			3
	Purchasing Specialist	Airport	\$22.55	\$28.19	\$33.82	98%			3
		Administration	\$22.55	\$28.19	\$33.82	113%			4
11	Building Services Supervisor	Public Works	\$20.97	\$26.21	\$31.46	106%			
	Child Support Supervisor	Child Support	\$20.97	\$26.21	\$31.46	92%			2
	Child Support Supervisor	Child Support	\$20.97	\$26.21	\$31.46	92%			2

5



BROWN COUNTY  
2015 COMPARATIVE RATIO ANALYSIS @ 56th PERCENTILE BENCHMARK POSITIONS (2.13.2015)

Pay Range	Job Title	Dept	Mln	Mid Point	Max	Compa Ratio <sup>a</sup>	Comment	Impact of Financial Adjustment	Quintile
	GENERAL POSITIONS								
	Health Information Services Coordinator	Human Services	\$20.97	\$26.21	\$31.46	107%			4
		Human Services	\$20.97	\$26.21	\$31.46	118%	approaching maximum		5
		District Attorney	\$20.97	\$26.21	\$31.46	82%			1
		NEW Zoo & Parks	\$20.97	\$26.21	\$31.46	108%			4
		Human Services	\$20.97	\$26.21	\$31.46	108%			4
		Public Works	\$20.97	\$26.21	\$31.46	92%			2
		Clerk of Courts	\$20.97	\$26.21	\$31.46	95%			2
		Public Safety Communications	\$20.97	\$26.21	\$31.46	97%			2
		Golf Course	\$20.97	\$26.21	\$31.46	97%			3
		Public Safety Communications	\$20.97	\$26.21	\$31.46	98%			3
		Public Safety Communications	\$20.97	\$26.21	\$31.46	98%			3
		Public Safety Communications	\$20.97	\$26.21	\$31.46	98%			3
		Public Safety Communications	\$20.97	\$26.21	\$31.46	98%			3
		Public Safety Communications	\$20.97	\$26.21	\$31.46	98%			3
		NEW Zoo & Parks	\$20.97	\$26.21	\$31.46	102%			3
		Human Services	\$20.97	\$26.21	\$31.46	87%			1
		NEW Zoo & Parks	\$20.97	\$26.21	\$31.46	86%			1
		Courts	\$20.97	\$26.21	\$31.46	86%			1
		NEW Zoo & Parks	\$20.97	\$26.21	\$31.46	94%			2
		Planning	\$20.97	\$26.21	\$31.46	113%			5
	Planner	Planning	\$20.97	\$26.21	\$31.46	87%			1
	Planner	Planning	\$20.97	\$26.21	\$31.46	83%			1
	Planner	Planning	\$20.97	\$26.21	\$31.46	81%			1
	Planner	Planning	\$20.97	\$26.21	\$31.46	81%			1
	Planner	Planning	\$20.97	\$26.21	\$31.46	82%			1
	Planner	Public Works	\$20.97	\$26.21	\$31.46	131%	at or above maximum		6
	Planner	Public Works	\$20.97	\$26.21	\$31.46	106%			4
		Human Resources	\$20.97	\$26.21	\$31.46	106%			4
	Shelter Care Supervisor	Human Services	\$20.97	\$26.21	\$31.46	97%			3
	Shelter Care Supervisor	Human Services	\$20.97	\$26.21	\$31.46	108%			4
12	Chief Deputy	County Clerk	\$19.50	\$24.38	\$29.25	102%			3
	Chief Deputy	Register of Deeds	\$19.50	\$24.38	\$29.25	102%			3
	Chief Deputy	Treasurer	\$19.50	\$24.38	\$29.25	108%			4
			\$19.50	\$24.38	\$29.25	107%			4
		Land and Water Con	\$19.50	\$24.38	\$29.25	104%			3
		Land and Water Con	\$19.50	\$24.38	\$29.25	89%			1
		Land and Water Con	\$19.50	\$24.38	\$29.25	101%			3
		Land and Water Con	\$19.50	\$24.38	\$29.25	101%			3
		Land and Water Con	\$19.50	\$24.38	\$29.25	101%			3
		Land and Water Con	\$19.50	\$24.38	\$29.25	101%			3
		Land and Water Con	\$19.50	\$24.38	\$29.25	124%	at or above maximum		6
		Land and Water Con	\$19.50	\$24.38	\$29.25	82%			1
	Education Specialist	NEW Zoo & Parks	\$19.50	\$24.38	\$29.25	87%			1
	Education Specialist	Museum	\$19.50	\$24.38	\$29.25	107%			4
	Electrician (Journey)	Public Works	\$19.50	\$24.38	\$29.25	88%			1
		Planning	\$19.50	\$24.38	\$29.25	107%			4
		Public Works	\$19.50	\$24.38	\$29.25	107%			4
		Public Works	\$19.50	\$24.38	\$29.25	107%			4
		Public Works	\$19.50	\$24.38	\$29.25	101%			3
		Public Works	\$19.50	\$24.38	\$29.25	104%			3
	Medical Technologist	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Medical Technologist	Human Services	\$19.50	\$24.38	\$29.25	89%			2
	Museum Specialist	Museum	\$19.50	\$24.38	\$29.25				
	Museum Specialist	Museum	\$19.50	\$24.38	\$29.25	101%			3
	Programmer	Technology Services	\$19.50	\$24.38	\$29.25	127%	at or above maximum		6
	Programmer	Technology Services	\$19.50	\$24.38	\$29.25	127%	at or above maximum		6
	Programmer	Technology Services	\$19.50	\$24.38	\$29.25	127%	at or above maximum		6
	Programmer	Technology Services	\$19.50	\$24.38	\$29.25	127%	at or above maximum		6
	Programmer	Technology Services	\$19.50	\$24.38	\$29.25	123%	at or above maximum		6
	Programmer	Technology Services	\$19.50	\$24.38	\$29.25	117%	approaching maximum		5
	Programmer	Technology Services	\$19.50	\$24.38	\$29.25	116%	approaching maximum		5
	Programmer	Technology Services	\$19.50	\$24.38	\$29.25	117%	approaching maximum		5
	Programmer	Technology Services	\$19.50	\$24.38	\$29.25	105%			4
	Radio Communications Specialist	Public Safety Communications	\$19.50	\$24.38	\$29.25	115%			5
	Recreation Therapist	Human Services	\$19.50	\$24.38	\$29.25	115%			5
	Resource Recovery Specialist	Port & Resource Recovery	\$19.50	\$24.38	\$29.25	105%			4
	Resource Recovery Specialist	Port & Resource Recovery	\$19.50	\$24.38	\$29.25	99%			3
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	114%			5
		Human Services	\$19.50	\$24.38	\$29.25	115%			5
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24.38	\$29.25	89%			2
		Human Services	\$19.50	\$24					

5



**BROWN COUNTY**

2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (2.13.2015)

[illegible]



**15 TOWN OF**

**BROWN COUNTY** **PERCENTILE ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (2.13.2016)**

[illegible]

5



BROWN COUNTY  
2015 COMPARATIVE RATIO ANALYSIS @ 50TH PERCENTILE BENCHMARK POSITIONS (2.13.2015)

[illegible]



## 2015 COMPARATIVE RATIO ANALYSIS by unit type and location (continued)

[illegible]



BROWN COUNTY  
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

5



BROWN COUNTY  
2016 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (2.13.2015)

[illegible]



BROWN COUNTY  
2015 COMPARATIVE RATIO ANALYSIS @ 50TH PERCENTILE BENCHMARK POSTIONS (2.13.2015)

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio	Comment	Impact of Financial Adjustment	Quintile
	BENCHMARK POSITIONS								
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	94%			2
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	94%			2
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	94%			2
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	86%			1
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	94%			2
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	94%			2
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	94%			2
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	86%			1
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	94%			2
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	86%			1
	Licensed Practical Nurse	Human Services	\$16.87	\$21.08	\$25.30	94%			2
	Network Support Clerk	Technology Services	\$16.87	\$21.08	\$25.30	105%			3
	Network Support Clerk	Technology Services	\$16.87	\$21.08	\$25.30	83%			1
	Payroll Specialist	Human Resources	\$16.87	\$21.08	\$25.30	100%			3
	Payroll Specialist	Human Resources	\$16.87	\$21.08	\$25.30	90%			2
	Registered Health Information Tech (RHIT)	Human Services	\$16.87	\$21.08	\$25.30	93%			2
	Radio Communications Operator I	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
	Radio Communications Operator I	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
	Radio Communications Operator I	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
	Radio Communications Operator I	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
	Radio Communications Operator I	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
	Radio Communications Operator I	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
	Radio Communications Operator I	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
	Radio Communications Operator I	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
15	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			4
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	102%			3
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	104%			3
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	104%			3
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	101%			3
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	102%			3
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	102%			3
	Child Support Specialist	Child Support	\$15.69	\$19.61	\$23.53	102%			3
	Operations Assistant	Administration	\$15.69	\$19.61	\$23.53	120%			5
	Operations Assistant	Human Services	\$15.69	\$19.61	\$23.53	144%	at or above maximum		6
	Operations Assistant	Public Works	\$15.69	\$19.61	\$23.53	123%	at or above maximum		6
	Operations Assistant	Human Services	\$15.69	\$19.61	\$23.53	112%			4
	Victim/Witness Program Assistant	District Attorney	\$15.69	\$19.61	\$23.53	89%			2
16	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	97%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	97%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	96%			2
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	97%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	104%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	104%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	90%			2
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	91%			2
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	100%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	100%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88				
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	103%			3
	Account Clerk	Public Works	\$14.59	\$18.24	\$21.88	98%			3
	Account Clerk	Administration	\$14.59	\$18.24	\$21.88	113%			5
	Account Clerk	Sheriff	\$14.59	\$18.24	\$21.88	106%			4
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	96%			2
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	97%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	97%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	97%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	108%			4
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	101%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	103%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	103%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	103%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	103%			3
	Account Clerk	Human Services	\$14.59	\$18.24	\$21.88	103%			3

5



BROWN COUNTY  
DEBT SERVICE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (2/13/2015)

[illegible]



**BROWN COUNTY**  
**2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)**

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintile
<b>BENCHMARK POSITIONS</b>									
	Maintenance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	96%			2
	Maintenance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	84%			1
	Maintenance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	84%			1
	Maintenance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	92%			2
	Maintenance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	92%			2
	Maintenance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	84%			1
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	100%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	100%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	100%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	100%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	100%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	100%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	96%			2
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	96%			2
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	97%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88				
	Fraud Investigator Aide	Human Services	\$14.59	\$18.24	\$21.88	99%			3
	Fraud Investigator Aide	Human Services	\$14.59	\$18.24	\$21.88	105%			3
			\$14.59	\$18.24	\$21.88	107%			4
17	Administrative Assistant	Administration	\$13.57	\$16.96	\$20.35	106%			
	Administrative Assistant	Airport	\$13.57	\$16.96	\$20.35	103%			4
	Administrative Assistant	Board Office	\$13.57	\$16.96	\$20.35	91%			3
	Administrative Assistant	Child Support	\$13.57	\$16.96	\$20.35	103%			2
	Administrative Assistant	Child Support	\$13.57	\$16.96	\$20.35	96%			3
	Administrative Assistant	Child Support	\$13.57	\$16.96	\$20.35	99%			2
	Administrative Assistant	Child Support	\$13.57	\$16.96	\$20.35	99%			3
	Administrative Assistant	Child Support	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Child Support	\$13.57	\$16.96	\$20.35	79%	below minimum	\$400	0
	Administrative Assistant	Child Support	\$13.57	\$16.96	\$20.35	79%	below minimum	\$400	0
	Administrative Assistant	Child Support	\$13.57	\$16.96	\$20.35	75%	below minimum	\$1,666	0
	Administrative Assistant	Child Support	\$13.57	\$16.96	\$20.35	71%	below minimum	\$3,280	0
	Administrative Assistant	Circuit Courts	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Clerk of Courts	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant	Clerk of Courts	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant	Clerk of Courts	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant	Clerk of Courts	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant	Clerk of Courts	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Clerk of Courts	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Clerk of Courts	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Clerk of Courts	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Clerk of Courts	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Clerk of Courts	\$13.57	\$16.96	\$20.35	94%			2
	Administrative Assistant	Clerk of Courts	\$13.57	\$16.96	\$20.35	92%			2
	Administrative Assistant	Clerk of Courts	\$13.57	\$16.96	\$20.35	79%	below minimum	\$195	0
	Administrative Assistant	Clerk of Courts	\$13.57	\$16.96	\$20.35	79%	below minimum	\$427	0
	Administrative Assistant	County Clerk	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant	District Attorney	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	District Attorney	\$13.57	\$16.96	\$20.35	79%	below minimum	\$427	0
	Administrative Assistant	Health	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant	Health	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant	Health	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant	Health	\$13.57	\$16.96	\$20.35	99%			3
	Administrative Assistant	Health	\$13.57	\$16.96	\$20.35	99%			3
	Administrative Assistant	Health	\$13.57	\$16.96	\$20.35	99%			3
	Administrative Assistant	Health	\$13.57	\$16.96	\$20.35	99%			3
	Administrative Assistant	Health	\$13.57	\$16.96	\$20.35	99%			3
	Administrative Assistant	Health	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Health	\$13.57	\$16.96	\$20.35	95%			3
	Administrative Assistant	Health	\$13.57	\$16.96	\$20.35	88%			2
	Administrative Assistant	Human Resources	\$13.57	\$16.96	\$20.35	117%	approaching maximum		1
	Administrative Assistant	Human Resources	\$13.57	\$16.96	\$20.35	110%			5
	Administrative Assistant	Human Resources	\$13.57	\$16.96	\$20.35	106%			4
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	102%			4
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	102%			3
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	79%	below minimum	\$427	0
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	101%			3
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	97%			2
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35				3
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35				
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	87%			1
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	87%			1
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	105%			3
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	119%	approaching maximum		5
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35				



**BROWN COUNTY**

**BROWN COUNTY**  
**2015 COMPARATIVE RATIO ANALYSIS @ 50TH PERCENTILE BENCHMARK POSITIONS (2.13.2015)**

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintile
	<b>BENCHMARK POSITIONS</b>								
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35				
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	100%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35				
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	108%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35				
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35				
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	71%	below minimum	\$3,280	0
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	97%			2
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	94%			2
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	119%	approaching maximum		5
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	101%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	101%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35				
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	106%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	109%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	109%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	109%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	100%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	104%			3
	Administrative Assistant I	Public Works	\$13.57	\$16.96	\$20.35	88%			1
	Administrative Assistant I	Medical Examiner	\$13.57	\$16.96	\$20.35	104%			3
	Administrative Assistant I	Museum	\$13.57	\$16.96	\$20.35	104%			3
	Administrative Assistant I	Planning	\$13.57	\$16.96	\$20.35	106%			4
	Administrative Assistant I	Planning	\$13.57	\$16.96	\$20.35				
	Administrative Assistant I	Port & Resource Recovery	\$13.57	\$16.96	\$20.35				
	Administrative Assistant I	Register of Deeds	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	Register of Deeds	\$13.57	\$16.96	\$20.35	100%			3
	Administrative Assistant I	Register of Deeds	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Register of Deeds	\$13.57	\$16.96	\$20.35	95%			2
	Administrative Assistant I	Register of Deeds	\$13.57	\$16.96	\$20.35	120%			5
	Administrative Assistant I	Register of Deeds	\$13.57	\$16.96	\$20.35	110%			4
	Administrative Assistant I	Register of Deeds	\$13.57	\$16.96	\$20.35	106%			4
	Administrative Assistant I	Register of Deeds	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Sheriff	\$13.57	\$16.96	\$20.35	104%			3
	Administrative Assistant I	Sheriff	\$13.57	\$16.96	\$20.35	109%			4
	Administrative Assistant I	Sheriff	\$13.57	\$16.96	\$20.35	109%			4
	Administrative Assistant I	Sheriff	\$13.57	\$16.96	\$20.35	105%			3
	Administrative Assistant I	Sheriff	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	Technology Services	\$13.57	\$16.96	\$20.35	88%			1
	Administrative Assistant I	Technology Services	\$13.57	\$16.96	\$20.35	114%			5
	Administrative Assistant I	Treasurer Office	\$13.57	\$16.96	\$20.35	109%			4
	Administrative Assistant I	UW Extension	\$13.57	\$16.96	\$20.35	105%			3
	Administrative Assistant I	UW Extension	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	UW Extension	\$13.57	\$16.96	\$20.35	94%			

2



## BROWN COUNTY

## 2015 COMPARATIVE RATIO ANALYSIS @ 50TH PERCENTILE BENCHMARK POSITIONS (2/13/2015)

[illegible]



**BROWN COUNTY**  
**2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (2.13.2015)**

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintile
	<b>BENCHMARK POSITIONS</b>								
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	119%	approaching maximum		5
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60				
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60				
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60				
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	119%	approaching maximum		5
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	119%	approaching maximum		5
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	119%	approaching maximum		5
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	119%	approaching maximum		5
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Comptrol Training Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Cook	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Cook	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Cook	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Cook	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Cook	Human Services	\$11.73	\$14.67	\$17.60	120%			5
	Cook	Human Services	\$11.73	\$14.67	\$17.60	112%			4
	Administrative Clerk	Veterans Office	\$11.73	\$14.67	\$17.60	105%			3
	Administrative Clerk	District Attorney	\$11.73	\$14.67	\$17.60	114%			5
	Administrative Clerk	District Attorney	\$11.73	\$14.67	\$17.60	92%			2
20	Building Services Associate	Airport	\$10.91	\$13.64	\$16.37	144%	at or above maximum		6
	Building Services Associate	Airport	\$10.91	\$13.64	\$16.37	144%	at or above maximum		6
	Building Services Associate	Airport	\$10.91	\$13.64	\$16.37	144%	at or above maximum		6
	Building Services Associate	Airport	\$10.91	\$13.64	\$16.37	89%			2
	Building Services Associate	Airport	\$10.91	\$13.64	\$16.37	89%			2
	Building Services Associate	NEW Zoo & Parks	\$10.91	\$13.64	\$16.37	102%			3
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	124%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	120%	at or above maximum		6
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	102%			3
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	102%			3
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	102%			3
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	102%			3
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	90%			2
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	83%			1
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	83%			1
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	83%			1
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	83%			1
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	83%			1
	Building Services Associate	Public Works	\$10.91	\$13.64	\$16.37	83%			1
	Assistant Zookeeper	NEW Zoo & Parks	\$10.91	\$13.64	\$16.37	83%			1
	Assistant Zookeeper	NEW Zoo & Parks	\$10.91	\$13.64	\$16.37	82%			1
	Assistant Zookeeper	NEW Zoo & Parks	\$10.91	\$13.64	\$16.37	82%			1



BROWN COUNTY  
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSTIONS (2.13.2015)

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintile
BENCHMARK POSITIONS									
21	OPEN		\$10.15	\$12.69	\$15.22				
22	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	95%			2
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	114%			5
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	115%			5
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	140%	at or above maximum		6
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	151%	at or above maximum		6
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	151%	at or above maximum		6
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	96%			2
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	140%	at or above maximum		6
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16				
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16				
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	95%			2
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	115%			5
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	95%			2
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	95%			2
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	126%	at or above maximum		6
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Bailiff	Circuit Courts	\$9.44	\$11.80					

CR AVERAGE 102%	Estimated Impact of Bringing Employees To Minimum of Range Assuming All Employees Work 2080 hours*	\$20,463
-----------------	----------------------------------------------------------------------------------------------------	----------

5-

# **BROWN COUNTY** **IMPACT OF MERIT INCREASE DECISIONS WORKSHEET (2.13.2015)**

**Example**

TARGET DATE FOR CONSIDERATION AND IMPLEMENTATION 2016

Cell Contribution Payout = P x C x G

P = Proportion in performance rating category\*

C = Proportion in position-in-range category as a result of the comparative ratio analysis\*\*

G = Guideline percent increase in cell\*\*\*

Performance Matrix  
Calculation Model

		Position-in-Range (Quintiles)***					
		1st (80-88%)	2nd (89-96%)	3rd (97-104%)	4th (105-113%)	5th (114-120%+)	
Performance Rating	Substantially Above Expectations	0.05	0.15	0.21	0.29	0.19	0.16
		4.50	4.00	3.50	3.00	2.00	
Above Expectations	0.15	0.033	0.043	0.051	0.028	0.016	
		4.00	3.50	3.00	2.50	2.00	
Meets Expectations	0.70	0.088	0.112	0.130	0.070	0.049	
		3.50	3.00	2.50	2.00	1.50	
Below Expectations	0.05	0.357	0.450	0.506	0.263	0.172	
		0.00	0.00	0.00	0.00	0.00	
Substantially Below Expectations	0.05	0.000	0.000	0.000	0.000	0.000	
		0.00	0.00	0.00	0.00	0.00	
		1.00	0.000	0.000	0.000	0.000	

1.00 Blue = P  
 Red = C  
 Green = G  
 Black = cell payout (P x C x G)

Total percentage impact to payroll:

Cell totals: 0.478 0.605 0.687 0.361 0.237 2.367

\*The performance rating distributions are reflective of a typical distribution that will need to be adjusted to reflect the County's actual distributions each year

\*\*The position-in-range distributions reflect the current distributions as of the date of this report. These distributions were determined by using the compa-ratio analysis worksheet. This analysis will need to be adjusted each year to reflect position-in-range placement as pay changes occur

\*\*\*The County will need to adjust the numbers each year to align with compensation goals and budgetary considerations.

**PLEASE NOTE: The figures outlined in the table above are not a recommendation, but rather an illustration as to how the worksheet can be used.**

February 2015

Prepared by Wipfli LLP



# Memorandum

**To:** Brown County Human Services Committee

**CC:**

**From:** Donn Johnson

**Date:** March 27, 2015

**Re:** Summary Update

---

Just wanted to provide you with a quick update on the progress we have made at Sanimax, which I am extremely proud of. First, I will provide you a highlight of our past accomplishments and where we are currently.

## 2012

- Created our odor control task force. This group was responsible for monitoring our odor profile. We implemented daily driving and walking routes.
- In October of 2012, the services of Dr. Paul Rosenfeld were retained. He spent a week at our facility evaluating our processes. Dr. Rosenfeld issued us recommendations. We subsequently implemented all of those recommendations at the end of 2012 and beginning of 2013.

## 2013

- In late June of 2013 we installed and began operating a Regenerative Thermal Oxidizer (RTO). The RTO was installed to treat the highest intensity emissions we emit.
- In July, Dr. Rosenfeld visited our facility again, verified his recommendations were implemented as suggested and retested our odor profile. Dr. Rosenfeld noted a 61% reduction in odor profile compared to the baseline developed in October 2012. The reduction was associated with recommendations along with the installation of RTO.
- In 2013, we hired two chemical engineers to assist with the evaluation of material handling and abatement of associated odors.

## 2014

- We hired a third chemical engineer to assist with the evaluation of material handling and abatement of associated odors.

- We made numerous changes to our production process equipment to improve the effectiveness of our odor abatement equipment.
- In June of 2014, we changed the chemistry in our wet packed bed air scrubbers. From the time we made this chemistry change, to the end of 2014, Sanimax only had three verified odor complaints. This included a stretch of 114 days without a verified odor complaint during the summer, traditionally our most challenging time to control odors.

**Current**

- Currently we have gone approximately 160 days (and counting) without a verified odor complaint. We continue to fine tune the chemistry in our scrubbers. As the temperature changes, the chemistry must continue to change as well.
- We are installing 2 additional in line pretreatment scrubbers to further enhance our odor removal. We anticipate installation to be complete before summer.

I would like to take a minute to thank the Human Services committee for reaching out to us for an update. I am extremely proud of the results we have achieved as an organization.

Donn Johnson

March 19, 2014

TO THE HONORABLE CHAIRMAN AND MEMBERS  
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

**RESOLUTION ON HELPING FAMILIES MOVE  
FROM HOMELESSNESS TO SELF-SUFFICIENCY**

WHEREAS, a safe, stable home is essential for any child to grow up healthy and happy, and become a contributing member of the community; and,

WHEREAS, the number of Brown County families who are homeless has been on the rise in recent years, in part because of the economic recession; and,

WHEREAS, the options for homeless families to find temporary shelter in Brown County are limited; and,

WHEREAS, Golden House, the domestic abuse program and shelter in Green Bay, was unable to shelter 269 women and children in 2012 because of limited capacity, and also were sought out by another 228 women and children who were not suffering from domestic violence but were still in need of shelter; and

WHEREAS, the number of families who are on the waiting list for housing at Freedom House has grown to over 100; and,

WHEREAS, the number of children who are homeless in the various Brown county school systems has been increasing, numbering over 1300 students during the 2012-2013 school year, according to the data from the McKinney-Vento Program that assists homeless children; and

WHEREAS, much of the public discussion around homelessness has focused on homeless single adults, while the greatest unmet need, perhaps, resides with homeless families; and,

WHEREAS, the Brown County Board, in August 2013, passed a resolution that expressed support for efforts to address homelessness, including the creation of a ten-year plan and educating the public on the problem of homelessness; and,

WHEREAS, efforts have begun to reconstitute the Brown County Board's Homeless Issues and Affordable Housing Subcommittee; and,

WHEREAS, family self-sufficiency and respect for the dignity and worth of all people, especially children, are worthy goals that both the Brown County Board and Humans Services department wish to promote; and,

WHEREAS, the latest projections for the Community Programs fund balance within the Brown County Human Services department indicate that the fund balance will have over \$500,000 of

undesignated funds by the end of fiscal year 2013; and,

WHEREAS, the Brown County Board of Supervisors wishes to use these funds in a manner consistent with the mission of the Human Services department; and,

WHEREAS, the Brown County Board seeks to invest in long-term efforts to promote family self-sufficiency, and thus reduce the costs to county residents of increased social service use;

NOW, THEREFORE, BE IT RESOLVED, that the Brown County Board of Supervisors includes in the 2014 Brown County budget a one-time expenditure of \$75,000 to create a fund to be used to provide grants to local projects seeking to reduce the problem of homelessness among families and to promote self-sufficiency, such as:

- establishing new transitional housing units for families, that would include support from a social service agency;
- enhancing existing transitional housing support efforts with families, such as home visits, educational and job training programs, etc.;
- expanding support and educational programs that promote self-sufficiency for homeless families, such as budgeting, substance abuse counseling, etc.;
- creating a ten-year plan to address homelessness in Brown County; and,

BE IT FURTHER RESOLVED, that the \$75,000 used to establish this fund be taken from the Community Programs fund balance; and,

FINALLY, BE IT RESOLVED, that these funds shall be administered by the Brown County Board's Homeless Issues and Affordable Housing Subcommittee, who will establish the application process and criteria for evaluating applications (including preference for applications that have some level of matching funds), as well as award the grants.

Respectfully submitted,

Daniel Robinson  
Brown County Supervisor  
District 19

Approved By:

\_\_\_\_\_  
COUNTY EXECUTIVE

Date Signed: \_\_\_\_\_

Authored by: \_\_\_\_\_

Final Draft Approved by Corporation Counsel

# 2015 BUDGET ADJUSTMENT REQUEST

15-20

## Category

## Approval Level


- |                                       |                                                                                                                                                                                                                                                                                    |                                                       |
|---------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|
| <input type="checkbox"/> 1            | Reallocation from one account to another in the same level of appropriation                                                                                                                                                                                                        | Dept Head                                             |
| <input type="checkbox"/> 2            | Reallocation due to a technical correction that could include: <ul style="list-style-type: none"> <li>• Reallocation to another account strictly for tracking or accounting purposes</li> <li>• Allocation of budgeted prior year grant not completed in the prior year</li> </ul> | Director of Admin                                     |
| <input type="checkbox"/> 3            | Any change in any item within the Outlay account which does not require the reallocation of funds from another level of appropriation                                                                                                                                              | County Exec                                           |
| <input type="checkbox"/> 4            | Any change in appropriation from an official action taken by the County Board (i.e. resolution, ordinance change, etc.)                                                                                                                                                            | County Exec                                           |
| <input type="checkbox"/> 5            | a) Reallocation of <u>up to 10%</u> of the originally appropriated funds between any levels of appropriation (based on lesser of originally appropriated amounts)<br>b)                                                                                                            | Admin Committee                                       |
| <input type="checkbox"/> 5            | b) Reallocation of <u>more than 10%</u> of the funds original appropriated between any of the levels of appropriation.                                                                                                                                                             | Oversight Comm<br>2/3 County Board                    |
| <input type="checkbox"/> 6            | Reallocation between two or more departments, regardless of amount                                                                                                                                                                                                                 | Oversight Comm<br>2/3 County Board                    |
| <input checked="" type="checkbox"/> 7 | Any Increase in expenses with an offsetting increase in revenue                                                                                                                                                                                                                    | Oversight Comm<br>2/3 County Board ✓                  |
| <input type="checkbox"/> 8            | Any allocation from a department's fund balance                                                                                                                                                                                                                                    | Oversight Comm<br>2/3 County Board                    |
| <input type="checkbox"/> 9            | Any allocation from the County's General Fund                                                                                                                                                                                                                                      | Oversight Comm<br>Admin Committee<br>2/3 County Board |

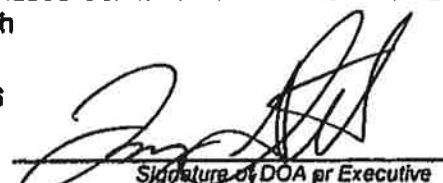
## Justification for Budget Change:

Jeremy Kral instructed us to do the budget assuming a March 1, 2015 start date for Family Care. Family Care has been delayed for 4 months. It will begin on July 1, 2015. These adjustments are necessary in order to have the waiver programs operate another 4 months in 2015. Total purchased services \$16,970,233, total revenue \$17,993,857, and total salary \$1,023,624. Amount Ttl: 17,993,857 Accounts listed on following pgs 2 & 3

Increase	Decrease	Account #	Account Title	Amount
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.7000.COP	Purchased Services Community Options Program	319603.50
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.7000.ELD	Purchased Services Elderly Levy	1068.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.7000.NHR	Purchased Services CIP II- Nursing Home Relocation	184596.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.7000.CIPII	Purchased Services CIP II State Match	2372280.00

## AUTHORIZATIONS

  
 Signature of Department Head  
 Department: Human Services  
 Date: 3-19-15

  
 Signature of DOA or Executive  
 Date: 3/19/15

T5

8

# 2015 Budget Adjustment Request – Human Services, Family Care

## Page 2 of 3: List of Accounts

<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.7000.COPMA	Purchased Services COP-Waiver	1306768.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.7000.CIPIIDIV	Purchased Services CIP II Diversion State Match	328924.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.7000.CIPIIFCT	Purchased Services COP-W/CIPII Family Care Transfer	2472.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.7000.CIPIIMFP	Purchased Services CIP II-MFP	49444.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.7000.PHY	Purchased Services PHY.DIS Levy	13184.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.7000.CIP1A	Purchased Services CIP1A-State Match	1408412.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.7000.CIP1B	Purchased Services CIP1B Regular-State Match	5752196.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.7000.CIPIBFCT	Purchased Services CIP1B Family Care Transfer	123384.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.7000.1BICFMR	Purchased Services CIP1B ICFMR Relocation State Match	3032084.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.7000.CIP1BTR	Purchased Services CIP1B Transportation Match	2944.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.7000.CIP1BCOP	Purchased Services CIP1B COP Match	64388.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.7000.CIPIBMD	Purchased Services CIP1B IMD Match	20916.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.7000.DD	Purchased Services Developmentally Disabled	37046.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.166.7000.PC	Purchased Services Personal Care	1950523.25
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4302.0338	State Grant and aid revenue COP-W GPR	626128.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4302.0339	State grant and aid revenue COP-W Federal	947112.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4302.0348	State grant and aid revenue CIPII GPR	1123212.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4302.0349	State grant and aid revenue CIPII Federal	1654668.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4302.0367	State Grant and aid revenue COP	294744.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4302.0369	State grant and aid revenue CRI GPR	98144.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4302.0370	State grant and aid revenue CRI federal	141932.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4302.0375	State grant and aid revenue CIPII Diversion GPR	168464.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4302.0376	State Grant and aid revenue CIPII Diversion Federal	243632.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4302.0392	State grant and aid revenue COP-W/CIPII Fam Care Trans GPR	1276.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4302.0393	State grant and aid revenue COP-W/CIPII Fam Care Trans federal	1848.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4302.0478	State grant and aid revenue CIPII MFP nonFed	12992.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4302.0479	State Grant and aid revenue CIPII MFP Federal	51964.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4700.02518	Intergovt charges MA case management-Soc Services	668.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.4302.0407	State grant and aid revenue CIP1B ICFMR GPR	1309772.00

8

**2015 Budget Adjustment Request – Human Services, Family Care**  
**Page 3 of 3: List of Accounts**

<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.4302.0408	State grant and aid revenue CIP1B ICFMR Fed	2025732.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.4302.0410	State Grant and aid revenue CIP1B FC Transition GPR	57304.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4700.02519	Intergovt charges COP case manage for MA elig clients	668.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.4302.0411	State grant and aid revenue CIP1B FC Transition Fed	82872.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.4302.0563	State grant and aid revenue CIP1B Federal	4457488.50
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.4302.0564	State Grant and aid revenue CIP1B GPR	943420.50
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4700.02520	Intergovt charges COP case manage for MA elig clients	1332.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.4302.0580	State grant and aid revenue CIP1A GPR	623547.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.4302.0581	State grant and aid revenue CIP1A Federal	1028956.50
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.166.4700.02521	Intergovt charges Personal care assessments	2095980.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.5100.998	Regular Earnings budget only	350913.75
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.5198	Fringe benefits budget only	123915.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.5100.998	Regular earnings budget only	343130.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.5198	Fringe benefits budget only	138600.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.166.5100.998	Regular Earnings budget only	54745.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.166.5198	Fringe benefits budget only	12320.00

8

## 2015 BUDGET ADJUSTMENT REQUEST

15-21

### Category

### Approval Level


- |                                                                                                                                                                                                                                                                                                               |                                                       |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|
| <input type="checkbox"/> 1 Reallocation from one account to another in the same level of appropriation                                                                                                                                                                                                        | Dept Head                                             |
| <input type="checkbox"/> 2 Reallocation due to a technical correction that could include: <ul style="list-style-type: none"> <li>• Reallocation to another account strictly for tracking or accounting purposes</li> <li>• Allocation of budgeted prior year grant not completed in the prior year</li> </ul> | Director of Admin                                     |
| <input type="checkbox"/> 3 Any change in any item within the Outlay account which does not require the reallocation of funds from another level of appropriation                                                                                                                                              | County Exec                                           |
| <input type="checkbox"/> 4 Any change in appropriation from an official action taken by the County Board (i.e. resolution, ordinance change, etc.)                                                                                                                                                            | County Exec                                           |
| <input type="checkbox"/> 5 a) Reallocation of <u>up to 10%</u> of the originally appropriated funds between any levels of appropriation (based on lesser of originally appropriated amounts)                                                                                                                  | Admin Committee                                       |
| <input type="checkbox"/> 5 b) Reallocation of <u>more than 10%</u> of the funds original appropriated between any of the levels of appropriation.                                                                                                                                                             | Oversight Comm<br>2/3 County Board                    |
| <input type="checkbox"/> 6 Reallocation between two or more departments, regardless of amount                                                                                                                                                                                                                 | Oversight Comm<br>2/3 County Board                    |
| <input checked="" type="checkbox"/> 7 Any increase in expenses with an offsetting increase in revenue                                                                                                                                                                                                         | Oversight Comm ✓<br>2/3 County Board                  |
| <input type="checkbox"/> 8 Any allocation from a department's fund balance                                                                                                                                                                                                                                    | Oversight Comm<br>2/3 County Board                    |
| <input type="checkbox"/> 9 Any allocation from the County's General Fund                                                                                                                                                                                                                                      | Oversight Comm<br>Admin Committee<br>2/3 County Board |


### Justification for Budget Change:

Record the 2015 TAD Grant awarded for 2015. This grant was not known at the time budgeting was done for 2015. The grant totals \$205,981 of which \$66,975 is required match and the remainder is reimbursable expenses. The match is expected to be the Judges and DA's time therefore has not been reflected in this adjustment.

Increase	Decrease	Account #	Account Title	Amount
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.170.175.4301.TADG	Federal Grant Revenue - TAD Grant	\$139,006
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.170.175.5100.TADG	Regular Earnings - TAD Grant	41,355
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.170.175.5110.TADG	Fringe Benefits - TAD Grant	34,409
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.170.175.5340.TADG	Travel - TAD Grant	3,245
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.170.175.5300.TADG	Supplies - TAD Grant	9,997
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.170.175.7000.TADG	Purchased Services - TAD Grant	50,000

### AUTHORIZATIONS

  
 \_\_\_\_\_  
 Signature of Department Head  
 Department: Human Services  
 Date: 3.18.15

  
 \_\_\_\_\_  
 Signature of DCA or Executive  
 Date: 3/19/15



Executive Director's Report to the Human Services Board & Committee

April 9, 2015

Members of the Board/Committee:

It would seem fitting to start by expressing my gratitude for being selected as the Executive Director of Brown County Human Services, and to provide some background as an introduction to you as board members. Prior to starting this position, I was working for the University of Wisconsin-Madison as the Director of the Southern Child Welfare Training Partnership. Before being in that position I was a health and human services director in Dodge and Columbia counties for five and a half years cumulatively. My educational background includes a Masters of Science in Social Work from UW-Madison, and a Bachelors of Social Work from UW-Green Bay. I am just completing my Masters of Business Administration from Lakeland College, and will graduate in May.

I am only in my first two weeks here, and I have been immersed in learning about the programs, resources and people within the department, and in the community. I have spent time at the Community Treatment Center becoming familiar with the operations at the facility. The interim administrator, Jordon Bruce from Aparia Consulting, has been doing a very good job at working through the issues identified in the recent surveys, including implementation of the plan of correction. In addition to the surveys, other changes have been made to the staffing plan to smooth out operational issues, and provide better continuity of service and care. The recruitment has started for the administrator position, as the consulting arrangement is short term.

The roll out planning for Family Care continues, and the long term care staff members have been continuing to provide services to people before the transition. Staffing for this has been a challenge as we focus on the needs of the people receiving services, while working with staff who are making transitions in their careers.

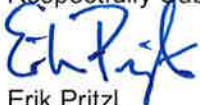
Another area that has received attention in the past week has been in our financial area. As the closeout for 2014 was completed, an adjustment was needed to balance the budget which will result in an anticipated transfer of just over \$2.1 Million from existing fund balances. One of the areas involved in this was the Community Treatment Center, and Bay Haven (Community Based Residential Facility) in particular due to a lower than expected census. Other areas included changes in the State of Wisconsin Managed Care Reimbursement (WIMCR) calculation, higher than expected placement costs in the adult behavioral health area, higher than expected placements for children, and lower than expected revenues in child care eligibility and certification claiming in income maintenance.

Finally, I want to thank Nancy Fennema for providing leadership as the interim Executive Director. Nancy has proven invaluable as I make the transition into the position by providing information, and sharing her knowledge of the department. She has been a welcoming presence over the past two weeks, as have so many staff members.

**Departmental Openings Summary**

Position	Vacancy Date	Reason for Leaving	Fill or Hold
Social Worker Supervisor – Long Term Care	3/13/2015	Resignation	Fill
Economic Support Specialist	3/27/2015	Switched B.C. Departments	Fill
Clinical Social Worker	4/2/2015	Resignation	Fill

Respectfully Submitted By:



Erik Pritzl  
Executive Director

## BROWN COUNTY HUMAN SERVICES

Brown County Community Treatment Center  
**Outpatient Clinical Services Division**  
3150 Gershwin Drive  
Green Bay, WI 54311



Phone (920) 391-6940

### **BROWN COUNTY HUMAN SERVICES COMMUNITY TREATMENT PROGRAM OUTPATIENT ADULT SERVICES**

The Brown County Human Services Department provides comprehensive programming for adults with mental health and substance use issues who lack the resources to obtain services elsewhere in the community. Consumers work with a multi-disciplinary team to identify their needs and develop treatment plans that reduce the need for inpatient hospitalization and maintain the least restrictive living environment.

#### **Individuals seeking services must:**

- Be residents of Brown County
- Have a mental health or mental health and substance use issue that requires treatment or intervention
- Have difficulty in obtaining services elsewhere

#### **Services include:\***

- Outpatient Psychiatric Clinic
- Substance Use Disorder Services
- Targeted Case Management Services
- Comprehensive Community Services Program
- Community Support Program

*\*Mental Health and Substance Use services are funded in part, through Medicare, Medicaid-Title 19 and private insurance.*  
*\*Fees may be charged for some services.*  
*\*Certain programs may require Medicaid enrollment.*

### **1. OUTPATIENT PSYCHIATRIC SERVICES:**

The Brown County Human Services Outpatient Psychiatric Clinic is committed to providing quality medication management services to the residents of Brown County. We have a variety of providers including Psychiatrists, Advance Practice Nurse Prescribers, and nursing staff.

#### **General Eligibility:**

- Adult Brown County residents who are generally unable to be served elsewhere.

*This would include those without insurance and/or ability to pay other than a sliding scale fee, and those enrolled under some Medicaid HMO plans.*

**Services Offered:**

- Initial assessment and diagnostic sessions (approximately 50-60 minutes)
- Follow-up medication management sessions (approximately 15-20 minutes)
- Nursing staff that coordinate injection clinic services for those requiring injectable psychiatric medications.

**2. OUTPATIENT SUBSTANCE USE DISORDER TREATMENT SERVICES**

The Brown County Human Services Outpatient provides quality treatment services to the residents of Brown County in need of programming for substance abuse services. Services are provided by Certified Substance Abuse counselors under the supervision of a Clinical Supervisor and psychiatrist.

**General Eligibility:**

- Adult Brown County residents who are generally unable to be served elsewhere.

*This would include those without insurance and/or ability to pay other than a sliding scale fee, and those enrolled under some Medicaid HMO plans.*

**Services Offered:**

- Initial assessment session (approximately 90 minutes)
- Individual and family/couples sessions (approximately 45-50 minutes)
- Primary Care Group treatment (meets three times/week for 90 minutes)
- Continuing Care Group treatment (meets once/week for 90 minutes)

**3. TARGETED CASE MANAGEMENT**

The Brown County Human Services Community Treatment Program exists to provide comprehensive programming to adults who are Brown County residents and in need of mental health and/or AODA services.

Case managers and adult consumers with chronic mental illness and/or substance use disorders work together to develop a treatment plan that best meets their needs. Case managers provide support and assistance in accessing community services. They generally do not provide therapy, but will assist consumers with referrals as needed. Services are provided to consumers on both a voluntary and court-mandated basis.

An assessment is completed in order to determine eligibility for targeted case management. Criteria assessed for include psychiatric and AODA inpatient stays, need for crisis services, diagnosis, level of functioning in all areas, and ability to access services.

**Services Provided by Case Managers Include:**

- Working with consumers to develop a treatment plan
- Coordinating appointments and psychiatric/AODA treatment
- Assisting in accessing psychiatric medications
- Developing plans and support to address crisis situations
- Monitoring cooperation with court-ordered treatment (as needed)

#### **4. COMPREHENSIVE COMMUNITY SERVICES**

Comprehensive Community Services (CCS) is a community based rehabilitation program that provides consumer centered and directed psychosocial services that promote recovery.

CCS is designed to empower consumers to take an **active** role in treatment and recovery and engage in positive relationships with staff and peers. As part of the program, CCS consumers will have a Recovery Team. The Recovery Team, identified by the consumer, participates in needs assessment, service planning and delivery, supportive activities, and the evaluation of desired outcomes.

##### **Individuals seeking services must:**

- Be residents of Brown County
- Have a mental health and/or substance use issue that requires treatment or intervention
- Be enrolled in Medicaid
- Be deemed eligible via the state-approved functional screen
- Be willing to participate (voluntary enrollment)

##### **Services offered (but not limited to):**

- Needs assessment
- Medication monitoring and management
- Daily living skills supports
- Mental Health Education

#### **5. COMMUNITY SUPPORT PROGRAM**

A Community Support Program (CSP) is a coordinated care and treatment program which provides a range of treatment, rehabilitation, and support services through an identified treatment plan and qualified staff to ensure ongoing therapeutic involvement, individualized treatment, rehabilitation, and support services. These programs are for people needing intensive monitoring in the community.

CSP has a multidisciplinary team consisting of case managers, mental health technicians, RNs and psychiatry dedicated to individuals enrolled in services. In addition, direct services are provided by CSP staff or in conjunction with staff from other funding sources.

Brown County has an internal CSP and also contracts with Villa Hope CSP in Green Bay.

##### **Individuals seeking services must:**

- Be residents of Brown County
- Have a chronic mental health that requires repeated acute treatment or prolonged periods of institutional care
- Exhibits persistent disability or impairment in major areas of community living
- Be enrolled in Medicaid
- Be deemed eligible via the state-approved functional screen

##### **Services offered (but not limited to):**

- Needs assessment
- Medication monitoring and management
- Daily living skills supports
- Assistance obtaining:

- Services to meet physical and dental health needs
- Needed legal services
- Needed transportation services
- Financial support and money management services
- Living accommodations

**To Inquire Further or Make a Referral:**

Contact the Brown County Outpatient Psychiatric Clinic at (920) 391-6940.

## BROWN COUNTY HUMAN SERVICES

111 N. Jefferson Street  
P.O. Box 22188  
Green Bay, WI 54305-3600



Phone (920) 448-6064 Fax (920) 448-6126

Tim Schmitt, Budget and Finance Director

To: Human Services Board, Human Services Committee

Date: April 1, 2015

Subject: 2014 Pre-Audit financial results for Community Programs and Community Treatment Center

---

Shortfalls were recognized in the Community Treatment Center due to the CBRF being budgeted for eight clients, but only averaging five clients in 2014. In addition, Community Programs revenue was reduced by \$409,000 due to lower claimable costs for Wisconsin Medicaid programs and an additional \$157,000 for lower child care revenue. Additional costs of \$666,000 were recognized due to more children requiring out of home care and \$354,000 for high cost clients. A portion of Community Programs shortfalls were offset by savings of \$539,000 in personnel costs.



Turning  
Brown  
Green



# Community Programs Pre-Audit

Through 12/31/14  
Prior Fiscal Year Activity Included  
Summary Listing

Account Classification	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD Transactions	% used/ Rec'd	Prior Year Total
Fund 201 - CP									
REVENUE									
Property taxes	15,246,722.00	.00	15,246,722.00	1,270,560.13	.00	15,246,722.00	.00	100	16,024,172.00
Intergov Revenue	80,825,544.00	1,198,545.00	82,024,089.00	4,550,672.74	.00	80,599,507.26	1,424,581.74	98	77,622,645.53
Public Charges	2,182,490.00	.00	2,182,490.00	169,790.47	.00	2,083,562.35	98,927.65	95	2,001,809.54
Miscellaneous Revenue	110,576.00	.00	110,576.00	10,778.13	.00	43,747.97	66,828.03	40	27,006.46
Other Financing Sources	30,300.00	20,673.00	50,973.00	4,565.00	.00	53,090.04	(2,117.04)	104	84,612.09
REVENUE TOTALS	\$98,395,632.00	\$1,219,218.00	\$99,614,850.00	\$6,006,366.47	\$0.00	\$98,026,629.62	\$1,588,220.38	98%	\$95,760,245.62
EXPENSE									
Personnel Costs	21,015,674.00	2,072.00	21,017,746.00	2,223,983.14	.00	20,478,657.25	539,088.75	97	19,191,476.87
Operating Expenses	77,529,143.00	1,197,176.00	78,726,319.00	5,017,384.33	.00	78,857,280.11	(130,961.11)	100	76,872,693.26
Outlay	19,500.00	20,000.00	39,500.00	20,425.00	.00	20,000.00	19,500.00	51	16,531.50
EXPENSE TOTALS	\$98,564,317.00	\$1,219,248.00	\$99,783,565.00	\$7,261,792.47	\$0.00	\$99,355,937.36	\$427,627.64	100%	\$96,080,701.63
Fund 201 - CP Totals									
REVENUE TOTALS	98,395,632.00	1,219,218.00	99,614,850.00	6,006,366.47	.00	98,026,629.62	1,588,220.38	98	95,760,245.62
EXPENSE TOTALS	98,564,317.00	1,219,248.00	99,783,565.00	7,261,792.47	.00	99,355,937.36	427,627.64	100	96,080,701.63
Fund 201 - CP Totals	(\$168,685.00)	(\$30.00)	(\$168,715.00)	(\$1,255,426.00)	\$0.00	(\$1,329,307.74)	\$1,160,592.74		(\$320,456.01)



# CTC Pre-Audit

Through 12/31/14  
Prior Fiscal Year Activity Included  
Summary Listing

Account Classification	Adopted Budget	Budget Amendments	Amended Budget	Current Month Transactions	YTD Encumbrances	YTD Transactions	Budget - YTD Transactions	% used/ Rec'd	Prior Year Total
Fund 630 - CTC									
REVENUE									
Property taxes	2,597,267.00	.00	2,597,267.00	216,438.88	.00	2,597,267.00	.00	100	3,236,508.00
Intergov Revenue	5,959,474.00	.00	5,959,474.00	338,037.09	.00	4,131,030.13	1,828,443.87	69	3,873,756.80
Public Charges	4,233,637.00	.00	4,233,637.00	66,885.24	.00	3,984,123.24	249,513.76	94	4,500,222.74
Miscellaneous Revenue	624,600.00	.00	624,600.00	216,902.00	.00	1,631,241.47	(1,006,641.47)	261	368,368.17
Other Financing Sources	.00	44,570.00	44,570.00	129,746.79	.00	139,932.79	(95,362.79)	314	1,784,783.11
REVENUE TOTALS	\$13,414,978.00	\$44,570.00	\$13,459,548.00	\$968,010.00	\$0.00	\$12,483,594.63	\$975,953.37	93%	\$13,763,638.82
EXPENSE									
Personnel Costs	9,632,125.00	44,570.00	9,676,695.00	743,029.75	.00	9,525,447.35	151,247.65	98	9,949,951.67
Operating Expenses	4,503,013.00	.00	4,503,013.00	421,240.37	.00	4,437,378.07	65,634.93	99	4,626,201.68
Outlay	.00	.00	.00	.39	.00	.39	(.39)	+++	(418.00)
EXPENSE TOTALS	\$14,135,138.00	\$44,570.00	\$14,179,708.00	\$1,164,270.51	\$0.00	\$13,962,825.81	\$216,882.19	98%	\$14,575,735.35
Fund 630 - CTC Totals									
REVENUE TOTALS	13,414,978.00	44,570.00	13,459,548.00	968,010.00	.00	12,483,594.63	975,953.37	93	13,763,638.82
EXPENSE TOTALS	14,135,138.00	44,570.00	14,179,708.00	1,164,270.51	.00	13,962,825.81	216,882.19	98	14,575,735.35
630 - CTC Totals	(\$720,160.00)	\$0.00	(\$720,160.00)	(\$196,260.51)	\$0.00	(\$1,479,231.18)	\$759,071.18		(\$812,096.53)



**BROWN COUNTY COMMUNITY TREATMENT CENTER  
MARCH 2015 BAY HAVEN STATISTICS**

ADMISSIONS	March	Year to Date 2015	Year to Date 2014
Voluntary - Mental Illness	13	42	89
Voluntary - Alcohol	0	0	0
Voluntary - AODA/Drug	0	0	0
Police Protective Custody - Alcohol	0	0	0
Commitment - Alcohol	0	0	0
Commitment - Drug	0	0	0
Court-Ordered Evaluation	0	0	0
Emergency Commitment- Alcohol	0	0	0
Emergency Detention - Drug	0	0	0
Emergency Detention - Mental Illness	0	0	1
Court Order Prelim. - Mental Illness	0	0	0
Court Order Prelim. - Alcohol	0	0	0
Court Order for Final Hearing	0	0	0
Commitment - Mental Illness	0	0	0
Return from Conditional Release	0	0	0
Court Order Prelim. - Drug	0	0	0
Other	0	0	0
<b>TOTAL</b>	<b>13</b>	<b>42</b>	<b>90</b>

AVERAGE DAILY CENSUS	March	Year to Date 2015	Year to Date 2014
Bay Haven	1	1	4
<b>TOTAL</b>	<b>1</b>	<b>1</b>	<b>4</b>

**INPATIENT SERVICE DAYS**

Bay Haven	46	130	403
<b>TOTAL</b>	<b>46</b>	<b>130</b>	<b>403</b>

**BED OCCUPANCY**

Bay Haven	10%	10%	30%
<b>TOTAL (15 Beds)</b>	<b>10%</b>	<b>10%</b>	<b>30%</b>

**DISCHARGES**

Bay Haven	12	41	89
<b>TOTAL</b>	<b>12</b>	<b>41</b>	<b>89</b>

**DISCHARGE DAYS**

Bay Haven	41	128	421
<b>TOTAL</b>	<b>41</b>	<b>128</b>	<b>421</b>

ADMISSIONS	March	Year to Date 2015	Year to Date 2014
Bay Haven	13	42	90
<b>TOTAL</b>	<b>13</b>	<b>42</b>	<b>90</b>

AVERAGE LENGTH OF STAY	March	Year to Date 2015	Year to Date 2014
Bay Haven	3	3	5
<b>TOTAL</b>	<b>3</b>	<b>3</b>	<b>5</b>

ADMISSIONS BY COUNTY	March	Year to Date 2015	Year to Date 2014
Brown	10	33	73
Door	1	1	1
Kewaunee	1	3	2
Oconto	0	0	3
Marinette	0	0	0
Shawano	1	3	0
Waupaca	0	0	0
Menominee	0	0	0
Outagamie	0	1	3
Manitowoc	0	1	7
Winnebago	0	0	0
Other	0	0	1
<b>TOTAL</b>	<b>13</b>	<b>42</b>	<b>90</b>

AVERAGE LENGTH OF STAY	March	Year to Date 2015	Year to Date 2014
BY COUNTY	March	Year to Date 2015	Year to Date 2014
Brown	3	3	5
Door	2	1	5
Kewaunee	3	2	9
Oconto	0	0	3
Marinette	0	0	0
Shawano	4	6	0
Waupaca	0	0	0
Menominee	0	0	0
Outagamie	0	1	2
Manitowoc	0	1	3
Winnebago	0	0	0
Other	0	1	13
<b>TOTAL</b>	<b>3</b>	<b>3</b>	<b>5</b>

NEW ADMISSIONS	March	Year to Date 2015	Year to Date 2014
Bay Haven	11	36	35
<b>TOTAL</b>	<b>11</b>	<b>36</b>	<b>35</b>

In/Outs	Current	YTD	2014
	1	1	0

READMIT WITHIN 30 DAYS	March	Year to Date 2015	Year to Date 2014
Bay Haven	0	1	10
<b>TOTAL</b>	<b>0</b>	<b>1</b>	<b>10</b>

13a

**BROWN COUNTY COMMUNITY TREATMENT CENTER  
MARCH 2015 NICOLET PSYCHIATRIC CENTER STATISTICS**

ADMISSIONS	March	Year to Date 2015	Year to Date 2014
Voluntary - Mental Illness	6	45	27
Voluntary - Alcohol	0	0	0
Voluntary - AODA/Drug	0	0	0
Police Protective Custody - Alcohol	0	0	0
Commitment - Alcohol	0	0	0
Commitment - Drug	0	0	0
Court-Ordered Evaluation	0	0	0
Emergency Commitment- Alcohol	0	0	0
Emergency Detention - Drug	0	0	0
Emergency Detention - Mental Illness	63	170	183
Court Order Prelim. - Mental Illness	0	0	1
Court Order Prelim. - Alcohol	0	0	0
Court Order for Final Hearing	3	4	1
Commitment - Mental Illness	0	0	0
Return from Conditional Release	6	25	23
Court Order Prelim. - Drug	0	0	0
Other	0	0	0
<b>TOTAL</b>	<b>78</b>	<b>244</b>	<b>235</b>

ADMISSIONS	March	Year to Date 2015	Year to Date 2014
Nicolet	78	244	235
<b>TOTAL</b>	<b>78</b>	<b>244</b>	<b>235</b>

ADMISSIONS BY COUNTY	March	Year to Date 2015	Year to Date 2014
Brown	57	172	145
Door	1	7	7
Kewaunee	0	4	10
Oconto	3	9	17
Marinette	3	11	5
Shawano	2	10	5
Waupaca	0	1	3
Menominee	0	2	2
Outagamie	1	3	5
Manitowoc	4	15	25
Winnebago	0	0	2
Other	7	10	9
<b>TOTAL</b>	<b>78</b>	<b>244</b>	<b>235</b>

NEW ADMISSIONS	March	Year to Date 2015	Year to Date 2014
Nicolet	40	111	123
<b>TOTAL</b>	<b>40</b>	<b>111</b>	<b>123</b>

READMIT WITHIN 30 DAYS	March	Year to Date 2015	Year to Date 2014
Nicolet	14	37	17
<b>TOTAL</b>	<b>14</b>	<b>37</b>	<b>17</b>

AVERAGE DAILY CENSUS	March	Year to Date 2015	Year to Date 2014
Nicolet	11	10	11
<b>TOTAL</b>	<b>11</b>	<b>10</b>	<b>11</b>

INPATIENT SERVICE DAYS	March	Year to Date 2015	Year to Date 2014
Nicolet	343	920	1008
<b>TOTAL</b>	<b>343</b>	<b>920</b>	<b>1008</b>

BED OCCUPANCY	March	Year to Date 2015	Year to Date 2014
Nicolet	69%	64%	70%
<b>TOTAL (16 Beds)</b>	<b>69%</b>	<b>64%</b>	<b>70%</b>

DISCHARGES	March	Year to Date 2015	Year to Date 2014
Nicolet	82	249	231
<b>TOTAL</b>	<b>82</b>	<b>249</b>	<b>231</b>

DISCHARGE DAYS	March	Year to Date 2015	Year to Date 2014
Nicolet	392	933	1017
<b>TOTAL</b>	<b>392</b>	<b>933</b>	<b>1017</b>

AVERAGE LENGTH OF STAY	March	Year to Date 2015	Year to Date 2014
Nicolet	5	4	4
<b>TOTAL</b>	<b>5</b>	<b>4</b>	<b>4</b>

AVERAGE LENGTH OF STAY BY COUNTY	March	Year to Date 2015	Year to Date 2014
Brown	5	4	4
Door	2	2	4
Kewaunee	0	2	4
Oconto	8	5	4
Marinette	6	4	2
Shawano	6	5	4
Waupaca	4	2	0
Menominee	0	2	15
Outagamie	1	3	4
Manitowoc	4	4	7
Winnebago	0	0	2
Other	2	3	2
<b>TOTAL</b>	<b>5</b>	<b>4</b>	<b>4</b>

In/Outs	Current	YTD	2014
	4	13	7

BELLIN PSYCHIATRIC CENTER  
INVOLUNTARY AND VOLUNTARY ADOLESCENT ADMISSIONS  
Month Ending: February 2015

Voluntary Admissions	16
Involuntary Admissions	16
Voluntary Inpatient Days	86
Involuntary Inpatient Days	77
Voluntary Avg Length of Stay	5.4
Involuntary Avg Length of Stay	4.81

### Report of Child Abuse/Neglect by Month

Month	2014	2015	% Change from 2014 to 2015
January	403	415	2.98%
February	433	403	-6.9%
March	427	444	3.98%
April	485		
May	474		
June	351		
July	308		
August	301		
September	437		
October	438		
November	413		
December	394		
Total	4864		

### Reports Investigated by Month

Month	2014	2015	% Increase
January	152	135	-11.18%
February	140	120	-14.29%
March	157	139	-11.46%
April	166		
May	157		
June	129		
July	136		
August	108		
September	154		
October	138		
November	113		
December	119		
Total	1669		

Brown County Human Services  
2015 Contract Status Log - 4/13/2015

Agency	Contract Sent	Contract Returned	Original Contract Amount	Updated Contract Amount
ADAMS AFH	12/11/14	1/6/15	\$111,218	\$111,218
ADAMS, R AFH	12/11/14	12/22/14	\$27,049	\$27,049
ADULT CARE LIVING OF NE WI	11/20/14	12/8/14	\$205,640	\$205,640
ADRC	11/20/14	12/1/14	\$72,000	\$72,000
ADVOCATES FOR HEALTHY TRANSITIONAL LIVING LLC	12/15/14	1/6/15	\$15,000	\$15,000
ADVOCATES, EXTENSION LLC	1/8/15	1/15/15	\$120,000	\$120,000
AGE WELL CENTRE FOR LIFE ENRICHMENT	1/26/15	1/29/15	\$240,000	\$240,000
AGNESIAN HEALTHCARE INC	12/11/14	2/2/15	\$22,100	\$22,100
ALL ABOUT KIDS, INC.	12/15/14	1/12/15	\$130,800	\$130,800
ANGELS ON ARCADIAN	11/20/14	12/1/14	\$1,531,200	\$2,347,125
ANGELS TOUCH ASSISTED LIVING	11/20/14	1/6/15	\$175,000	\$175,000
ANNA'S HEALTHCARE (COUNTRY LIVING)	11/20/14	12/18/14	\$445,641	\$445,641
ANU FAMILY SERVICES, INC. (FORMERLY PATH)	12/15/14	1/12/15	\$180,000	\$180,000
ARTISAN ASSISTED LIVING	11/20/14	12/22/14	\$480,566	\$480,566
ARTS AFH	11/20/14	11/24/14	\$30,132	\$30,132
ASPIRO INC	1/8/15	1/19/15	\$3,396,518	\$3,396,518
BELLIN HEALTH OCCUPATIONAL HEALTH SOLUTIONS	2/9/15		\$40,000	\$40,000
BELLIN PSYCHIATRIC CENTER	3/16/15		\$10,000	\$10,000
BENNIN, MARILYN	12/15/14	1/26/15	\$9,000	\$9,000
BERGER AFH	11/20/14	11/24/14	\$67,120	\$67,120
BETHESDA	12/11/14	1/6/15	\$14,300	\$14,300
BIRCH CREEK	11/20/14	1/8/15	\$1,235,182	\$1,235,182
BISHOPS COURT	11/20/14	1/8/15	\$1,304,662	\$1,304,662
BOLL ADULT CARE CONCEPTS	12/22/14	1/6/15	\$825,000	\$825,000
BOURASSA AFH	11/20/14	12/9/14	\$18,720	\$18,720
BORNEMANN CBRF	12/11/14	1/6/15	\$282,919	\$282,919
BROTOLOC HEALTH CARE SYSTEMS	12/12/14	1/6/15	\$982,600	\$982,600
BRUNETTE AFH	11/20/14	12/1/14	\$52,152	\$52,152
BRUSS SUPPORTIVE COMMUNITY LIVING	11/20/14	12/4/14	\$273,214	\$273,214
BUSSE AFH	11/20/14	12/1/14	\$66,444	\$66,444
CAPELLE AFH	1/26/15	2/2/15	\$63,572	\$63,572
CARE FOR ALL AGES	12/18/14	1/8/15	\$156,000	\$156,000
CARRINGTON MANOR ASSISTED LIVING	11/20/14	11/25/14	\$92,628	\$92,628
CATHOLIC CHARITIES	12/15/14	12/22/14	\$173,406	\$173,406
CENTERPIECE LLC	12/11/14	12/18/14	\$150,000	\$150,000
CENTURY RIDGE OF GREEN BAY, INC.	11/20/14	12/1/14	\$387,932	\$387,932
CEREBRAL PALSY INC.	1/8/15	1/15/15	\$1,510,200	\$1,510,200
CEREBRAL PALSY OF MIDEAST WI INC	11/20/14	12/9/14	\$4,800	\$4,800
CHILDRENS SERVICE SOCIETY	12/15/14	1/15/15	\$25,000	\$25,000
CHRISTENSEN AFH	11/20/14	12/1/14	\$74,357	\$74,357
CLARITY CARE INC	11/20/14	12/18/14	\$1,838,347	\$1,894,734
COGNITIVE CONCEPTS	11/20/14	1/13/15	\$278,977	\$278,977
COMFORT KEEPERS INC	11/20/14	12/1/14	\$734,494	\$734,494
COMFORT KEEPERS	3/16/15	4/6/15	\$600,000	\$600,000
COMPASS DEVELOPMENT	11/20/14	1/15/15	\$1,198,927	\$1,198,927
COMPASS DEVELOPMENT SHC INC	11/20/14	1/15/15	\$500,000	\$500,000
CONLEY AFH	11/20/14	11/24/14	\$36,645	\$36,645
CONNECTIONS LLC	12/15/14	12/22/14	\$25,000	\$25,000
CURO CARE LLC	12/11/14	1/6/15	\$503,440	\$503,440
DARNELL RECEIVING HOME	12/15/14	2/2/15	\$13,140	\$13,140
DEATHERAGE-VELEKE AFH	11/20/14	12/1/14	\$20,759	\$20,759
DEBAERE AFH	11/20/14	12/11/14	\$69,240	\$69,240
DEER PATH ASSISTED LIVING INC	12/11/14	1/8/15	\$182,500	\$188,815
DODGE COUNTY (DBA CLEARVIEW)	3/2/15	3/16/15	\$285,795	\$285,795
DORN AFH	11/20/14	12/2/14	\$22,008	\$22,008
DUNGARVIN WISCONSIN LLC	11/20/14	12/4/14	\$686,931	\$686,931
DYNAMIC FAMILY SOLUTIONS	12/15/14	1/6/15	\$59,400	\$139,400
EAST SHORE INDUSTRIES	11/20/14	12/1/14	\$46,594	\$46,594
ELSNER AFH	11/20/14	1/26/15	\$14,348	\$14,348
EMERALD SHORES	3/17/15	4/9/15	\$35,000	\$35,000
ENCOMPASS CHILD CARE	12/15/14	1/6/15	\$15,000	\$15,000
ENGBERG AFH	11/20/14	12/1/14	\$39,216	\$39,216
FAMILY SERVICE OF NORTHEAST WI, INC.	12/15/14	1/6/15	\$2,173,415	\$2,173,415
FAMILY TRAINING PROGRAM	12/15/14	2/2/15	\$155,000	\$155,000

Brown County Human Services  
2015 Contract Status Log - 4/13/2015

Agency	Contract Sent	Contract Returned	Original Contract Amount	Updated Contract Amount
FENLON AFH	11/20/14	12/1/14	\$48,137	\$48,137
G & I OCHS INC.	11/20/14	12/1/14	\$1,936,174	\$1,936,174
GAUGER AFH	11/20/14	12/1/14	\$32,844	\$32,844
GOLDEN HOUSE	12/18/14	1/6/15	\$63,086	\$63,086
GOLTZ J. AFH	11/20/14	12/8/14	\$24,360	\$24,360
GONZALEZ AFH	12/18/14	1/19/15	\$79,062	\$79,062
GOODWILL INDUSTRIES	11/20/14	12/1/14	\$77,166	\$77,166
GREEN BAY TRANSIT COMMISSION NO CONTRACT	---	---	\$400,000	\$400,000
GRONSETH AFH	11/20/14	11/25/14	\$44,736	\$44,736
HARMONY LIVING CENTERS LLC	11/20/14	1/6/15	\$221,838	\$221,838
HAUGEN AFH	2/17/15	2/24/15	\$16,435	\$16,435
HEAD AFH	11/20/14	12/1/14	\$87,826	\$87,826
HELPING HANDS CAREGIVERS	11/20/14	12/1/14	\$350,000	\$350,000
HIETPAS AFH	11/20/14	12/1/14	\$24,992	\$24,992
HOEFT AFH	11/24/14	12/2/14	\$29,713	\$29,713
HOME INSTEAD SENIOR CARE	11/20/14	12/8/14	\$200,000	\$200,000
HOMES FOR INDEPENDENT LIVING	11/20/14	12/8/14	\$6,252,622	\$6,461,278
IMPROVED LIVING SERVICES	12/22/14	1/6/15	\$943,100	\$943,100
INFINITY CARE INC	11/20/14	12/1/14	\$380,128	\$380,128
INNOVATIVE COUNSELING(AUTISM)	12/15/14	2/5/15	\$50,000	\$50,000
INNOVATIVE SERVICES	2/9/15	2/23/15	\$13,430,200	\$13,430,200
INTERIM HEALTHCARE STAFFING	11/20/14	2/9/15	\$25,000	\$25,000
J & DEE INC.	11/20/14	12/1/14	\$1,821,000	\$1,821,000
JASMER AFH	12/11/14	1/6/15	\$13,608	\$13,608
KAKUK AFH	11/20/14	12/4/14	\$32,292	\$32,292
KCC FISCAL AGENT SERVICES	1/8/15	1/15/15	\$4,200,000	\$4,200,000
KCC SERVICES INC	11/20/14	11/25/14	\$2,000	\$2,000
KINDRED HEARTS	11/20/14	12/8/14	\$890,100	\$890,100
KLARKOWSKI AFH	12/11/14	2/3/15	\$22,932	\$37,300
KLECZKA-VOGEL AFH	11/20/14	12/4/14	\$77,376	\$77,376
KLEIN, DR. (AUTISM)	12/15/14	12/22/14	\$50,000	\$50,000
KPI INC	11/20/14	12/1/14	\$12,400	\$12,400
KRUEGER RECEIVING HOME	12/15/14	1/6/15	\$13,140	\$13,140
KUSKE AFH	11/20/14	11/24/14	\$25,692	\$25,692
LAD LAKE	12/22/14	1/6/15	\$40,000	\$40,000
LAKEWOOD ASSISTED LIVING	11/20/14	12/22/14	\$64,000	\$64,000
LAMERS BUS LINES, INC.	1/22/15	1/29/15	\$850,000	\$850,000
LANCASTER GARDENS	1/27/15	2/2/15	\$37,000	\$37,000
LAURENT AFH	11/20/14	12/9/14	\$50,352	\$50,352
LISKA, JOANN	12/15/14	1/13/15	\$5,000	\$5,000
LUND VAN DYKE INC	12/18/14	1/6/15	\$210,000	\$210,000
LUTHERAN SOCIAL SERVICES	12/22/14	1/15/15	\$900,000	\$900,000
MACHT VILLAGE PROGRAMS INC	1/6/15	1/15/15	\$600,000	\$600,000
MARLA VIST MANOR ASSISTED LIVING	11/20/14	11/24/14	\$129,404	\$216,417
MARTIN AFH	11/20/14	12/8/14	\$19,509	\$19,509
MATTHEWS SENIOR LIVING	11/20/14	1/22/15	\$202,380	\$202,380
MCCORMICK MEMORIAL HOME	11/20/14	12/1/14	\$198,484	\$198,484
MEADOWLANDS	11/20/14	12/1/14	\$39,871	\$39,871
MELOHN AFH	11/20/14	1/6/15	\$39,480	\$39,480
MILQUETTE AFH	11/20/14	12/4/14	\$22,344	\$22,344
MORaine RIDGE LLC	11/20/14	12/8/14	\$200,000	\$200,000
MYSTIC ACRES LLC	12/11/14	1/6/15	\$70,812	\$70,812
MYSTIC CREEK LLC	12/11/14	1/6/15	\$105,000	\$105,000
MYSTIC MEADOWS LLC	12/11/14	1/6/15	\$149,400	\$149,400
NEMETZ AFH	11/20/14	12/1/14	\$71,744	\$71,744
NEW COMMUNITY SHELTER INC	12/15/14	1/6/15	\$40,000	\$40,000
NEW CURATIVE REHABILITATION	2/5/15	2/12/15	\$1,124,415	\$1,124,415
NEW VISIONS TREATMENT HOMES OF WI, INC	1/29/15	3/2/15	\$42,000	\$42,000
NEW VIEW INDUSTRIES	11/20/14	1/13/15	\$43,240	\$43,240
NORTHWEST PASSAGE	12/15/14	2/9/15	\$67,500	\$67,500
ODD FELLOW REBEKAH HAVEN	11/20/14	11/25/14	\$140,000	\$140,000
OPTIONS LAB INC	1/27/15	2/5/15	\$40,000	\$40,000
OPTIONS TREATMENT PROGRAM	12/11/14	1/15/15	\$100,000	\$100,000
ORLICH AFH	11/20/14	12/15/14	\$95,854	\$95,854

Brown County Human Services  
2015 Contract Status Log - 4/13/2015

Agency	Contract Sent	Contract Returned	Original Contract Amount	Updated Contract Amount
OSTAPYUK AFH	11/20/14	1/6/15	\$56,058	\$56,058
PANTZLAFF AFH	11/20/14	12/4/14	\$28,904	\$28,904
PARAGON INDUSTRIES	12/15/14	1/22/15	\$746,800	\$746,800
PARENT TEAM	12/15/14	1/6/15	\$227,300	\$247,300
PARMENTIER AFH	11/20/14	12/1/14	\$91,465	\$91,465
PATIENT PINES	11/20/14	11/24/14	\$284,000	\$284,000
PHOENIX BEHAVIORAL HEALTH SERVICES	12/11/14	12/18/14	\$25,000	\$25,000
PNUMA HEALTH CARE	12/11/14	12/22/14	\$358,600	\$358,600
PRODUCTIVE LIVING SYSTEMS	11/20/14	1/15/15	\$768,452	\$768,452
RAVENWOOD BEHAVIORAL HEALTH	12/11/14	1/15/15	\$70,600	\$70,600
REHAB RESOURCES	12/11/14	1/6/15	\$122,200	\$122,200
REM-WISCONSIN II, INC.	11/20/14	12/1/14	\$1,335,480	\$1,385,461
RENNES ASSISTED LIVING CORP	11/20/14	12/1/14	\$75,000	\$75,000
RES-CARE WISCONSIN	11/20/14	12/11/14	\$19,344	\$19,344
ST. VINCENT HOSPITAL	12/11/14	1/20/15	\$117,300	\$117,300
SALDANA AFH	12/8/14	1/19/15	\$43,360	\$43,360
SCHAUMBURG, LAURIE	12/15/14	1/20/15	\$25,000	\$25,000
SCHULTZ AFH	11/20/14	1/13/15	\$107,772	\$107,772
SKORCZEWSKI AFH	11/20/14	1/6/15	\$18,660	\$18,660
SLAGHT AFH	11/20/14	12/8/14	\$55,246	\$55,246
SMET AFH	12/11/14	1/22/15	\$54,257	\$54,257
SOUTHERN HOME CARE SERVICES	11/20/14	12/11/14	\$35,580	\$35,580
SPECTRUM BEHAVIORAL HEALTH	3/30/15		\$50,000	\$50,000
STARR/DINGER AFH	11/20/14	12/8/14	\$23,700	\$23,700
STEVENS AFH	11/20/14	1/6/15	\$30,905	\$30,905
STILLING AFH	12/11/14	12/22/14	\$32,802	\$11,000
STIRLING PCW SERVICES	12/11/14	1/6/15	\$20,000	\$12,520
TALBOT AFH	12/15/14	1/6/15	\$23,838	\$23,838
TANZI AFH	11/20/14	12/1/14	\$85,330	\$85,330
TOMORROW'S CHILDREN INC	1/20/15	1/29/15	\$100,000	\$100,000
TREMPEALEAU	12/11/14	12/22/14	\$1,487,700	\$1,487,700
VALLEY PACKAGING INC.	11/20/14	12/22/14	\$10,386	\$10,386
VANLANEN RECEIVING HOME	12/15/14	1/20/15	\$19,710	\$19,710
VILLA HOPE	12/15/14	1/12/15	\$1,730,700	\$1,765,024
VISIONS OF N.E.W. LLC	12/15/14	12/22/14	\$107,467	\$107,467
WARREN, JOHN MD	12/22/14	1/6/15	\$165,000	\$165,000
WAUSAUKEE ENTERPRISES	11/20/14	12/4/14	\$18,586	\$18,586
WE ARE HOPE	12/8/14	12/15/14	\$20,400	\$20,400
WILLOWCREEK AFH	11/20/14	12/4/14	\$445,136	\$445,136
WISCONSIN EARLY AUTISM PROJECT	12/15/14	12/22/14	\$300,000	\$300,000
WISCONSIN FAMILY TIES	12/16/14	1/6/15	\$26,000	\$26,000
ZAMBON AFH	11/20/14	11/24/14	\$25,334	\$28,687
ZIESMER AFH	11/20/14	11/24/14	\$79,716	\$79,716
TOTAL			\$71,581,084	\$72,928,123

Brown County Human Services

TO: Human Service Committee Members

FROM: Lori Gauthier  
Administrative Secretary

DATE: April 13, 2015

REQUEST FOR NEW NON-CONTINUOUS VENDOR			
VENDOR	SERVICES	DATE REQUESTED	DATE APPROVED
Rost, Laura	Respite	3/13/15	
Ragen, Michael	Volunteer Driver	3/13/15	
Zeman, Nicole	Respite	3/13/15	
Rutues, Latia	Respite	3/13/15	
Strachan, Jennifer	Cleaning Service	3/26/15	
Bezecny, Patricia	Family Support	3/30/15	
McGuire, Allen	Family Support	4/6/15	
Hendricks, Heidi	Family Support	4/6/15	
Bednarz, Kristen	Family Support	4/6/15	
Vanlaanen, Dean	Landlord/Rent	4/13/15	
Advanced Disposal Services	Dumpster Service	4/13/15	



Brown County Human Services

TO: Human Services Committee Members

FROM: Lori Gauthier  
Administrative Secretary

DATE: April 13, 2015

REQUEST FOR NEW VENDOR CONTRACT				
VENDOR	SERVICES	CONTRACT AMOUNT	DATE REQUESTED	DATE APPROVED
Spectrum Behavioral Health	CCS Services	\$50,000		